



Review of Kicking AIDS Out

Is Sport an Effective Tool
in the Fight Against HIV/AIDS?

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**Is Sport an Effective Tool
in the Fight Against HIV/AIDS?**

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The Kicking AIDS Out Impact Survey in Zambia was carried out by Edwin Milambo.

Acronyms

CGC	-	Commonwealth Games Canada
EMIMA	-	Elimu, Michezo na Mazoezi
KAO	-	Kicking AIDS Out
MDG	-	Millenium Development Goals
NCA	-	Norwegian Church Aid
NCSZ	-	National Sports Council in Zambia
NFF	-	Norwegian Football Association
NIF	-	Norwegian Olympic Committee and Confederation of Sport
SCORE	-	Sports Coaches OutReach
SiA	-	Sport in Action

CHAPTER 1: INTRODUCTION

What Kicking AIDS Out is all about!

“People who are physically fit and eat a balanced diet cannot get HIV”. Lindiwe thinks for a moment, puts the card down by “false” and taps her classmate on the shoulder, so he can dribble the ball through the cones and get the next “true or false card”. This true or false relay is an example of the Kicking AIDS Out movement games where sport skills and life skills are integrated.

A group of children are sitting in a circle, singing a rhythmic song and passing small rocks around. The pace is increasing. All of a sudden the leader shouts: “Stop”. One of the children has three stones, and the young leader gathers the attention of the whole group. She asks the children to look at the stones as pieces of information about HIV/AIDS. One child says: “Levi has three pieces, he knows a lot about AIDS now”. Another points out that the other children are left without any pieces, and so the discussion starts: Why is it important to share information? What kind of responsibilities do we have towards our friends and families? What kind of information is important to share about HIV/AIDS? This is an example of how Sport in Action in Zambia uses a traditional game like “Agode” to address issues around HIV/AIDS and children’s rights.

1.1. Background and Purpose

The Norwegian Olympic Committee and Confederation of Sport (NIF) has been involved in development cooperation in Africa since 1982 with an emphasis on grass root sport activities. There has more recently been increasing awareness about the potential benefits of utilizing sport for development purposes and examples of how sport can contribute to better health, gender empowerment, peace building and reconciliation – and in our case prevention of HIV/AIDS. Sport is particularly attractive for children and young people and as such a good channel to reach such groups.

NIF partners in Southern Africa have in particular been challenged by the HIV/AIDS epidemic – infecting and affecting players, members and their families. Several sports organizations have started to address HIV/AIDS. Kicking AIDS Out (KAO) was an African initiative in 2001 by Edusport Foundation in Zambia. The initiative was adopted and supported financially by Norad through NIF. KAO has developed into an international network of supporting and implementing organizations from the UK, Canada, Norway, Kenya, Namibia, South Africa, Tanzania, Zambia, Zimbabwe, Mali and Vietnam. Kicking AIDS Out is seen both as an approach and a network.

- Kicking AIDS Out is an approach combining sport activities with HIV interventions.
- Kicking AIDS Out is also network of sports organisations.

The network promotes use of sport as a tool for development. Sport and physical activities are used to build awareness about HIV and AIDS through educational games

and activities which encourage peers to discuss issues that affect their lives and their communities. Programmes implemented by member organisations integrate sport skills and life skills through movement games, role plays, drama and other cultural and recreational activities. KAO develops programmes to train coaches, trainers and leaders, building capacity at the individual, organizational and community level.

The network was established to share information and best practices, promote policy development, and supports local projects. It should provide a forum for exchange between organisations from different countries and continents.

The Kicking AIDS Out goals are:

- Include HIV/AIDS components in all sports activities.
- Ensure ownership within national sport structures to make the work more sustainable.
- Maintain an active secretariat supporting the activities and initiatives of the partners and control the quality of the work that the network does.
- Mobilize resources and give financial support to local initiatives in line with the KAO concept.

KAO is a component in all the programs that the Norwegian Olympic Committee and Confederation of Sports (NIF) are supporting in the South. The network's secretariat is based in NIF.

Purpose of the Review

Norad has supported Kicking AIDS Out since 2001. It was found appropriate to carry out an independent review after five years. Such a review is also timely since Norway will promote the theme of AIDS and sport during the International AIDS conference in Toronto in August 2006.

According to terms of reference the overall purpose of the review is to learn how sport is used as a tool for addressing AIDS related issues among young people. More specifically the review should assess to what extent Kicking AIDS Out has been an effective instrument in linking sport with the HIV/AIDS response in selected countries. The review should also recommend changes and modifications in objectives, strategies and working methods where and when this is required.¹

The review will assess KAO as a global network, but focus on the KAO Alliance and its members in Zambia. Zambia was selected due to the network of organisations using the Kicking AIDS Out approach and methods. The experience from Tanzania will be available in a separate report.²

In other words, this review is focusing on the Kicking AIDS Out concept (the link between sport and development) and the Kicking AIDS Out network in particularly in relation to Zambia. It is not an in depth organizational review of NIF's development

¹ See Annex 1: Terms of Reference.

² Tanzania was selected since a parallel assessment of Right to Play (RTP) was carried out in Tanzania asking several similar questions opening up for sharing of information and findings between teams.

cooperation in general – only NIF’s role vis-à-vis the international KAO network. It is neither an assessment of each partner organizations in Zambia assessing all financial and organizational issues.

1.3. Questions and Issues

According to terms of reference the review should focus on, but not necessarily limit itself to the following issues and questions:

A. KAO Objectives and Strategies

1. What does KAO try to achieve as a global network in general and in Zambia/Tanzania in particular?
2. Are the objectives clear, consistent and in line with principles for Norwegian support to civil society organizations?
3. To what extent are the objectives understood and supported by partners in the network?
4. What strategies are KAO using for achieving its objectives? To what extent are they innovative, cost-effective and effective in reaching the objectives?
5. To what extent are the strategies supporting long-term sustainable development of national organizations and programmes?

B. Programmes and Implementation

1. What are the major activities supported by KAO?
2. How much financial resources have been utilized?
3. What are the criteria for selecting partners and projects?
4. Do the criteria support the selection of committed partners with an understanding of the link between sports and HIV/AIDS and the need for quality innovative programming?
5. What resource materials have KAO produced? What is the quality of the material?

C. Partnerships and Organization

1. How is KAO understood and organized as a network organization?
2. What is the added value of KAO as compared to other organizations and networks?
3. What is the role of NIF as a Secretariat in the network?
4. Are transparent, effective and efficient systems in place for decision-making, communication, planning and reporting?
5. How is KAO present, perceived and operative in Zambia as a network organization?
6. To what extent is KAO well linked with national authorities, other relevant local organizations, donors, etc. in Zambia/Tanzania?
7. How does KAO collaborate with AIDS networks/NGOs in Zambia and Tanzania?
8. To what extent has KAO in Norway, Zambia and Tanzania relevant and sufficient capacity and expertise?

D. Achievements and results

1. Are the expected results clearly defined with targets, indicators, etc.?
2. Are systems in place and used for monitoring progress and evaluating performance?
3. What are KAO’s achievements and results?
4. What is the evidence for short- and long-term changes in:
 - (b) Improved knowledge about and attitude towards HIV/AIDS among children and youth.
 - (c) Inclusion and attitudes based on gender, HIV status, disability, etc.
 - (d) Gender equality
 - (e) Improved collaboration with other organizations and health services.

1.3. Methods

The work started with a review of relevant programme documents, reports and literature (See Annex 3: References). Interviews were carried out of key stakeholders in Oslo (See Annex 2: People Met). We took also part in a seminar organized by the Norwegian Development Network where researchers and practitioners shared their insights and experience on the topic sport and development.

The next step was an eight day visit to Zambia and meetings with representatives from the KAO Alliance, the member organizations, the National Sport Council, The Ministry of Sport, UNAIDS, Norwegian Embassy and other relevant stakeholders (See Annex 2: People Met). Peer coaches from all four organizations were interviewed separately. Two field visits were organized with observation of games and sport activities. A debriefing and self assessment exercise with the leaders from the member organizations in the Alliance was carried out at the end of the visit (See Annex 4: Self Assessment).

Terms of reference asked about achievements and results. However, not much systematic information was available from any of the organization on short- and long term results. A short visit by an external consultant is also not sufficient for collecting relevant results data. Hence, it was decided to carry out a survey – collecting information from two groups of young people – one group being involved in educational sport activities and another control group with no such involvement. We wanted to find out if there were any significant differences between the two groups in terms of knowledge about HIV/AIDS, prevention, attitudes and to some extent sexual practices. The survey instrument with questions was discussed with the Zambian partners and carried out by a local consultant. The findings are included in this report. The survey was carried out in a short period of time and does not pretend to follow all research standards. The aim was to test a survey instrument, increase the level of knowledge about results and see if there were any significant differences between the two groups of young people - without waiting for an in depth research study.

1.4. Limitations

This review has some obvious limitations. We have only been visiting two countries in the KAO network and only Zambia is covered in this report. All generalizations about the international network should be seen in such a perspective.

Time spent in Zambia was short – sufficient for meeting representatives from KAO stakeholders, but insufficient for understanding what is happening among young people in communities and on the sports arena and how they benefit from educational sports activities. An outsider cannot obtain proper insights into how young girls and boys perceive their world playing games in the suburbs of Lusaka. The survey compensates to some extent for gaps in information, but other types of studies need to carry out for understanding micro-processes – what is going on between children and young people in relation to HIV/AIDS.

CHAPTER 2: SPORT AND DEVELOPMENT

2.1. Policy Intentions

Sport has traditionally had a marginal status among donor agencies. It has not been considered as an important tool for development. The same is said to be true for African leaders and intellectuals. “African intellectuals don’t do sports. They believe that physical activity doesn’t bring anything” (Hognestad 2005). However, the power and potential of sport has increasingly been recognized by the international development community. The UN dedicated 2005 as the year to promote development through sports and physical education in order to achieve the Millennium Development Goals (MDGs). There are also increasing recognition of the role of sport in African countries. The international debate on sport and development has also reverberated in Norway.

Strategy for Norway’s Culture and Sports Cooperation with Countries in the South

The Norwegian Government prepared an overall strategy for the role of sports in its development cooperation in 2004 (???)

The strategy refers to the report “Sport for Development and Peace: Towards Achieving the Millennium Goals” prepared by a cross-disciplinary group with representatives from various UN agencies. In this report sport is seen as a human right, as having an intrinsic value and as a tool for achieving peace and development, and thus also the Millennium Development Goals.

The nature of sport makes it a versatile and practical tool for achieving the MDGs because:

- Sport has a positive effect on health and reduces the probability of contracting disease.
- Sports programmes are an effective instrument of social mobilization and can be used to supplement development related activities such as HIV/AIDS information campaigns and vaccination programmes.
- Sport can be an economic driving force by creating jobs and thus stimulating jobs at the local level.
- Sport provides important opportunities for voluntary work.
- Participation in sport and other outdoor recreation activities often promotes awareness.

It is emphasized that sports is not just a means to an end, but has also an intrinsic value. On the other hand, sport is believed to have a broad range of positive spin-offs:

- Sport strengthens physical and mental health and creates valuable social bonds.
- Sports offer an arena for play, participation and self-realization which is particularly important for young people.
- Sport is an alternative to drug abuse and crime.
- Physical activity through sport in schools leads to improvements in academic results.
- Sports promote social integration, dialogue and tolerance.
- Well organized sports activities are practical and cost-effective means of reaching peace and development goals.
- At its best, sport is an arena for learning and practicing democratic cooperation.

- Many of the values associated with sport are relevant to conflict resolution and peace efforts. They teach the participants respect, honesty, empathy and the importance of having rules, and improve their communication and cooperation skills.
- Sport can promote trust and respect between people.
- The use of sports is a good example of society building from below.

At the end of the report, the importance of having realistic expectations about what can be achieved through sports is discussed briefly. It is said that sport is no guarantee for peace and development, nor a blueprint for solving major social problems. Many sports involve competition and fighting, and the language of sport often emphasizes confrontation and conflict.

Norwegian Confederation of Sport: Strategy for Sport and Development

In its general policy document NIF presents the overall vision and purpose for its involvement in development cooperation: Sport is valuable for the individual, the community and society. Sport has a value in itself through appreciation of physical activities and a positive social environment. Development and strengthening of sports organizations is therefore an overall aim for NIF. But sport is more than an aim in itself according. Sport is also a means to support development in cooperating countries.

Participation in sport offers the participants an introduction to and an opportunity for practicing democracy. By supporting leadership development, strengthening the capacity of small local sports clubs with voluntary members, sport becomes much more than football, netball and athletics.

HIV/AIDS is seen as an important challenge and priority – using sport as a method to prevent spreading of the virus and avoid stigmatization of those infected.

NIF has also prepared a Strategic Plan (2004-2007) for its international development work emphasizing that sport has a universal language with a positive impact on the development of health, democracy, education and equity. It also reflects the principles of Norwegian development cooperation – local ownership - making sure that projects are implemented by African organization and not Northern organizations.

Among NIF members the Norwegian Football Association (NFF) has the strongest international involvement. The following text box presents NFF's policy for international development. It is interesting how NFF describes its primary role as a football organization and how it interacts with other development NGOs. The emphasis on HIV/AIDS prevention is also worth noting.

Norwegian Football Association (NFF)

The main objective of NFF's international development work is to help ensure that experience gained in Norway from organized and non-organized football activities aimed at children and youth of both sexes is made available to the football federations in selected developing countries in close cooperation with the recipients, based on local requirements and conditions.

NFF shall employ a corps of instructors in the following areas:

- Football facilities
- Education of leaders, coaches and referees
- Organization of amateur football for girls and boys

The focus is on:

- Building and strengthening local structures
- Supporting amateur football
- Supporting south – south cooperation
- Establish quality assurance systems at all levels

NFF's strategy is based on cooperating and entering into partnerships with development organizations where NFF through educational and organizational development programmes creates sustainable activities in the local community.

It is emphasized that NFF is a football organization – not a development organization. NFF will stick to what they know best, namely developing football activities and football organizations. NFF is not, and does not, wish to be a relief or aid organization, but an organization which focuses on the development of sport activities and the necessary facilities.

NFF has its own HIV/AIDS strategy acknowledging that the global AIDS epidemic concerns football organizations at all levels. NFF will be using the arena of football in its endeavor to fight HIV, by ensuring that its members receive information and knowledge about HIV/AIDS:

- AIDS information will be given in such a way that it discourages discrimination.
- NFF will strive to make football clubs safe areas for young people.
- NFF will show zero tolerance towards sexual abuse and sexual exploitation.
- NFF will work to promote equality between men and women to gain management positions.

2.2. The Link Between Sport and Development

There is an increasing support for the idea that sport is associated with a broad range of positive outcomes – improved health, democratic development, peace and reconciliation – and in our case sport as a tool for “kicking AIDS out”. The policy documents from the Norwegian Government on sport and culture and NIF’s on development cooperation are all based on and advocate that sports leads to development.

We have not come across any systematic analysis of how to understand the relationships between sport and development or an assessment of to what extent such a relationship exists – or in other words a discussion of the causal linkages between an increased emphasis on sport and a positive impact on HIV/AIDS. What is it with sport that could lead to such impact – what and where are the linkages and can they be documented?

Most of the assumptions and statements about positive linkages may be true or partly true, but they are still not well understood and supported by empirical evidence. Systematic research on the links between sport and development is weak (Hognestad 2005). The strong beliefs seem to be based on an intuitive certainty and experience that there is a positive link between sport and development. It is said to be “*compelling evidence that sport can be an effective vehicle for change when integrated into the broader framework of human and social development goals and priorities*” (Kvalsund 2004), but the compelling evidence seems still to be missing.³

In a review of Norwegian Football Association in Vietnam, the question was asked: “*Does the project make a difference in children’s life*”. *The answer is undoubtedly yes. After meeting and talking with numerous children and leaders participating in the project, you realize the importance and impact at a personal level. The fact that children now want to come to school, that the teachers social status has been raised in the community – are indicators that the football activities has a positive influence on the target population*” (Kvalsund 2005).

What are the reasons for the overwhelming – almost uncritical belief in the positive benefits of sport:

- It is a new and unexplored area with an interesting potential.
- It is intriguingly vague and open for several interpretations.
- Sport is a relatively uncontroversial area in the sense that sport may unite conflicting groups and will rarely do any harm.

³ In a comment to the report from Oscar Mwaanga he mentions that: “It is not whether sport itself can fight AIDS or not but it how sport is done that is interesting in terms of how it ultimately counters processes that worsen AIDS. For example SIA and EduSport both promote human right based sport models that emphasize enjoyment and friendly sport activities. In AIDS affected communities, sports then becomes a place for girls, orphans and PLWHA etc. to meet and have fun and develop important sport skills, promote mental and physical health. This is a broad and holistic conceptualisation of KAO that sees good sport development as an integral part of KAO work.

In development cooperation there has been a continuous search for new solutions to social problems. Several strategies have come and vanished after a short while - not providing the ultimate answer. The big question for this evaluation is to what extent sport is a new and effective tool in the fight against AIDS – or in other words whether there is a positive causal link between sport and HIV/AIDS.

There is unfortunately no straight forward answer to such a question. There are also other questions that first need to be resolved, like:

Is it sport in itself which is an effective tool to prevent the spreading of HIV and what is it with sport that could lead to such outcomes? Is it the activities, the social milieu, the belonging to a group and club, peer pressure, presence of a good coach, etc.? Or should the results be seen as spin-offs or indirect and unintended consequences: keeping young people away from streets and “bad” friends, reducing the use of alcohol and possibly risky sexual behavior?

In other words sport could be a useful tool or arena for transferring a message and influencing young people’s knowledge about HIV/AIDS, their attitudes and behavior. When young people are engaged in sport – something fun and exciting – this is also an opportunity to insert educational messages. The children are out school, lead by coaches they trust and look up and who behave differently from school teachers. Sports become a medium for informing young people about HIV/AIDS through interactive games and other activities.

The first “theory” puts the emphasis on sport and its intrinsic positive outcomes, while the second argues that sport is a tool in which a specific HIV/AIDS component must be included in order to ensure positive effects.

In other words, the two explanations have different programmatic implications – in the first sports organizations should focus on what they are good at – namely organizing sports activities, according to the second this is not sufficient – an HIV/AIDS component will also be required.

Kicking AIDS Out and NIF seem to argue for a combined approach (sport and education as exemplified in “Edu-sport” - the name of the organization in Zambia). In such a case, the challenge is to find the right balance between sports and education – in which there is a positive mutual reinforcement and not a conflict between what is considered as fun and what is seen as an added and (possibly boring) educational component.

The second difficult question is what kind of causal relationship that exists between sports and HIV/AIDS. There are several alternatives: Let us assume that the expected positive outcome is reduced risky sexual behavior among young people (meaning increased knowledge about HIV transmission, use of condoms or preferred abstinence). The objective is to reduce the chances of young people being infected by HIV.

Is it then so that involvement in sports is both a necessary and sufficient cause to explain reduction in risky sexual behavior – that sports alone can explain positive outcomes and that sports will always have such outcomes. This makes obviously not much sense. There are and must be other roads to the same positive outcomes.

It is more likely that sport is a necessary, but not sufficient cause to explain a change in sexual behavior. There are also other factors at work which make a contribution, e.g. an educational component must be added so it is the synergy of sport and education which makes the difference. At a closer look, this is neither a reasonable argument. Sport is not a unique and necessary cause for changing young people's behavior.

What is then the relationship? It is possible to argue that sports contribute to reduce risky sexual behavior among young people, but only under certain circumstances – when the messages are correct and well “packaged”, when the coaches are well trained and the interaction with the young people is based on trust. The critical variable is quality in materials and interaction between coaches and the young people. In other words, sports alone do not explain a change in sexual behavior. It is not a causal relationship between sports and reduction in HIV/AIDS, but there is a co-variation between the two under given circumstances and it is difficult to know what contributes to what.

It can also be argued that sport is one component in a broader set of interventions – all of which have to be in place for making a change. Sport is not enough in itself. The school plays a role, education is required, parental support, quality materials, well trained coaches, etc. It is like playing on a slot machine where you only win or see the results when three apples or oranges appear at the same time.

Lastly, it could be argued that sports lead to increased sexual behavior – or negative outcomes. Sports bring young people – girls and boys closer together, increasing the risk of sexual abuse and wanted/unwanted sexual encounters. There are no self evident positive spin offs from sports. It is said that sport builds democracy and peace, but it also involves conflicts and fight. Sport consists of competition between groups and individuals. The sport rhetoric is full of metaphors from war and conflicts: victory and defeat, attack and defense. Sport is said to be war minus the shooting or the continuation of war with other means.

This review is not a research into the intricate relationships between sports and HIV/AIDS. Hence, we are not able to answer all the thorny questions above. We hope, however, to make a contribution to the ongoing discussion about the links between sport and development. We believe that sport is a tool in the fight against HIV/AIDS, but it is uncertain how effective it is. It will certainly not “kick AIDS out”, but could move the ball (virus) in the right direction. We would argue for a cautious and realistic approach to sport as a tool for “kicking AIDS out”. If the expectations are raised too much, the disappointments will be equally high. The most important is to find out how and under what circumstances sport can become an effective tool in the fight against HIV/AIDS.

A pragmatic approach is to consider sport as no guarantee for rescue, but nor a serious threat. It is one of the most innocent forms for international cooperation, and as a matter of fact one of the most popular. Sport can be used for nationalistic propaganda and fight, but also in reconciliation and also in health promotion (Goksøyr 2004).

CHAPTER 2: THE NETWORK AND ITS ORGANIZATIONS

2.1. What is Kicking AIDS Out?

Kicking AIDS Out presents itself both a concept and a network:

- As a concept it promotes the use of sport as a tool for development. Sport and physical activity are used to build awareness about HIV/AIDS through educational games and activities encouraging peers to discuss issues that affect their lives and communities. Programmes seek to integrate sports and life skills through movement games, role plays, drama and other cultural and recreational activities.
- It is also an international network of organizations working together using sport and physical activity to raise awareness about HIV/AIDS and motivate for behavioral change.
- Programmes seek to target those most at risk, especially youth, girls and women. Persons living with HIV are also involved, assisting in breaking down the stigma and the myths.
- The network aims to share information and best practices, promote policy development, and support local projects. It provides a forum for exchange between organizations from different countries and continents.
- The network develops programmes to train coaches, trainers and leaders, building capacity at the individual, organizational and community level.

Partners

The number of contributing international and implementing African member organizations has gradually increased and the following organizations are currently members:

Contributing partners:

- The Norwegian Olympic Committee and Confederation of Sports
- Commonwealth Games, Canada
- Norwegian Church Aid
- Norwegian Football Association
- UK Sport

Implementing members:

- Edusport Foundation, Zambia
- EMIMA, Tanzania
- Mathare Youth Association, Kenya
- Physically Active Youth (PAY)
- Right to Play, Canada
- Sport and Recreation Commission, Zimbabwe
- Sport in Action, Zambia
- Sports Coaches' Out Reach (SCORE), South Africa
- Lesotho Olympic Committee
- Swaziland Olympic Committee

Southern implementing partners are to a large extent those partners that NIF has worked with previously within the area of sports development. The imprint of NIF can be seen - not only in the selection of partners, but also on other aspects of the network discussed later. In the last years also new partners have joined the partnership like CGC and UK Sport. The Northern partners in the network are seen as donors to sports programmes in the South.

Funding

In 2002 NIF received funding from Norad for a feasibility study to explore how sport could be used to address HIV/AIDS in countries in Southern Africa (Skjelmerud 2003). In its multi-year application to NORAD for 2004-2006 NIF budgeted with NOK 2 Mill. per year for Kicking AIDS Out. The allocations to the KAO network and Zambia were as follows:

Allocations to KAO network and Zambia 2003-2006 (in NOK)

	KAO- network incl. NIF ⁴	Sports Council Zambia	Sport in Action & Edusport
2003	2 000 000	350 000	650 000
2004	2 000 000	350 000	650 000
2005	1 950 000	350 000	600 000
2006	1 950 000	100 000	550 000
Total	7 900 000	1 150 000	2 450 000

2003 is the first year with a KAO budget. The total allocation to the network for the period 2003-2006 is 7.7 mill NOK. KAO funds are not allocated to member countries but used for network meetings, educational materials, training courses and to the NIF Secretariat (approx 30%). Zambia is the only country which has received direct support from the KAO budget where the national KAO Alliance was supported the two years. The total support to the Sport Council and Sport in Action and Edusport for 2003-2006 amounts to 3.6 mill NOK or 900 000 NOK per year – relatively small amounts – a fact which should be kept in mind when discussing achievements and results.

The more detailed budget for the KAO network in 2003 was:

- Partner support (all partners) NOK 310 000.-
- Volunteers NOK 200 000.-
- Resource material NOK 530 000.-
- PR – Web etc. NOK 350 000.-
- Network meetings NOK 280 000.-
- Secretariat (Oslo and Zambia) NOK 200 000.-
- Evaluation and research NOK 100 000.-

The role of NIF has been:

- Providing a professional advisory service to network partners
- Coordinating international partnerships
- Preparing educational materials
- Facilitating and funding regional training programmes
- Providing volunteers to the programme

NIF is not the only donor. Within Southern Africa region, NIF has initiated partnerships with Commonwealth Games Canada (CGC) and UK Sport in order to avoid duplication and optimize the use of resources.

⁴ This is support to the entire KAO network – not only Zambia.

Outputs: Educational materials and courses

KAO through NIF has prepared the following educational materials:

- (a) "Kicking AIDS Out Resource Book - Zambian Traditional Games & Activities", by Musheke Kakuwa 2005.
- (b) "Kicking AIDS Out - Through Movement Games and Sport Activities" by Oscar Mwaanga, 2000/2001.
- (c) "Kicking AIDS Out Training Manuals", Kicking AIDS Out Network, 2006:
 - Kicking AIDS Out Peer Leader Manual
 - Kicking AIDS Out Leader Level 1 Manual
 - Resource Book
 - Facilitators Manual Leader Level 1 Training and Leader Level 2
- (d) "Facilitator Resource Manual, Methods for involving children and youth", NFF/NIF 2004.

KAO through NIF has also supported the following regional training courses in South Africa:

Courses	No of courses	Participants per course	Total no of participants
Kicking AIDS Out Leader Level 1 ((LL1):	30	30	900
Kicking AIDS Out Leader Level 2 (LL2)	7	20	140
Kicking AIDS Out Peer Leader Course	Locally organized		

2.3. Member organizations in Zambia

There are currently five organizations forming the KAO Alliance in Zambia: The National Sport Council of Zambia, Edusport, Sport in Action, SCORE and Right to Play – three of which receiving direct financial support from NIF: the National Sport Council, Edusport and Sport in Action.

Edusport Foundation

Edusport Foundation is a community-driven, non-governmental organization based in Lusaka. Founded in 1999, the foundation has been involved in tackling issues like HIV/AIDS, poverty alleviation, and child rights in underprivileged communities. Using the "Sport in the Development Process" approach, it seeks to foster community education, development and empowerment.

Together with four other colleagues, Oscar Mwanga founded the Edusport Foundation and registered it as one of the first sports NGOs in Zambia. Edusport is currently implementing projects in six provinces (Lusaka, Western, Copperbelt, Eastern, Central and Southern), but have embarked on a five-Year Plan (2005-2010) to spread programmes to all nine provinces of the country. The Edusport Foundation has two main purposes: Human and social development, and sport development. In other words, Edusport does not only support sport, but also general community development projects like other development NGOs in the country.

In 2005 Edusport had 10 full time staff and 15 volunteers.

Sport in Action (SiA)

Sport in Action is also a Zambian NGO dealing with development through sport projects. SiA works with youth training, construction of facilities, organizing tournaments, offering consulting services. SiA has produced a book which describes methods of integrating Zambian traditional games with health and civic education - providing an opportunity for participants to be given information and skills on HIV/AIDS, substance abuse and children's rights and responsibilities. They have three full time staff and several volunteers.

SCORE (Sports Coaches Outreach)

SCORE is originally a South African non-profit, non-government, community development organisation that uses sport and physical activity as a medium of development. A national SCORE organization is established in Zambia. SCORE recruits and trains international volunteers which are placed in mainly rural communities in South Africa, Namibia, Zambia and Zimbabwe where they live with host families for six months to a year. SCORE is organizing the Norwegian volunteer programme for NIF.

Right to Play (RTP)

Right to Play is an athlete-driven international humanitarian organization that uses sport and play as tools for the development of children and youth in disadvantaged areas of the world. It was established in 2003 as a continuation of Olympic Aid by Johann Olav Koss. Right to Play came to in Zambia in 2002 supporting programmes in North Zambia and Lusaka.

Right To Play programmes seek to foster the healthy physical, social and emotional development of children and build safer and stronger communities based on a belief that sport has a positive impact on refugee children, former child combatants, children with a disability, and young people at risk or orphaned by HIVAIDS or war.

The National Sports Council (NSCZ)

NSCZ is the national body for sport in Zambia – in principle the equivalent to NIF in Norway, but with a formal link to the Government. It was established by a parliamentary act as the national body responsible for sport development funded through a subvention from the Ministry of Sport. All national sports associations are affiliated to NSCZ and are answerable to the Council on issues like finances and international participation. The National Sports Council has been the contractual partner to NIF since 1991 – for more than 16 years. The Council is currently weak due to lack of support and funding from its mother Ministry of Sport – leading to reduced capacity and credibility.

Other partners

Commonwealth Games Canada (CGC) began working in Zambia in 2002 with the placement of an intern at the National Sports Council. Their commitment has evolved to support Edusport Foundation, the Kicking AIDS Out Alliance and Sport in Action.

UK Sport has also been working in Zambia since 2002 alongside NIF and CGC with the primary goal of building the institutional capacity of the National Sports Council. They have more recently extended its support to NGO partners (Edusport and Sport in Action).

CHAPTER 3: ANALYSIS AND ASSESSMENT

3.1. Evolution of the KAO Network

It is emphasized that KAO was as an African initiative by Edusport's former Director Oscar Mwanga⁵. It was formally established in Oslo during Norway Cup in 2002 with participants from Zambia, Nigeria, Zimbabwe, Kenya, Tanzania and Norway. In the minutes from the first meeting it was underlined that the organizational structure should not be too advanced since KAO was supposed to be a network - not an organization. A steering Committee and a Chairman were selected and NIF was asked to fund and support the network. It was decided that the Secretariat should be at NIF.

Several working groups/committees were established:

- Programme research, monitoring and evaluation
- Fund raising
- Marketing and promotion
- Leadership education
- Disciplinary committee

Since the first meeting in Oslo the network has organized other meetings and workshops in Europe and Africa discussing the objectives and organization of the network. There have been several challenges and moot points, like:

- Clarify what a network is compared to an organization.
- Identify a realistic work programme.
- Secure funding for the network.
- Establish a system for democratic governance – not dominated by a few individuals and the main donors.
- Balance national and individual interests.
- Find a central hub and Secretariat for the network.

A Draft Constitution was presented in a second meeting in Lusaka 2002. Members agreed that the Steering Committee should be called Executive Committee. It was suggested to have a bi-annual General Assembly, an Executive Committee, a Secretariat and various working groups. A code of conduct was also suggested, like:

- Any form of sexual harassment is unacceptable
- No nepotism
- There should be no gender discrimination in any activities
- Use of illegal drugs is unacceptable
- No silent members
- No abusive language would be tolerated
- Any breach of conduct should be reported to the Secretariat
- Etc.

⁵ There are also other who claim being the midwife for KAO, but at any rate – all African.

The meeting discussed intensely whether such a rigid constitution would be required and also the difference between a network and an organization without reaching any consensus.

The debate continued in a meeting in Lusaka in April 2003 and concerns were expressed about:

- Lack of trust by individual members
- Too much talk and repetition and little action
- Too many hidden agendas
- Lack of practical work

In a meeting in Oslo July/August 2003 the working groups were revised, membership and various financial matters, like compensations discussed.

In the last global network meeting in London September 2005 the Kicking AIDS Out goal, objectives and action plans were spelled out:

Goal:

An international network of organizations using sports and physical education to raise awareness and address issues around HIV/AIDS and other health related issues.

Objectives:

- (a) Establish and maintain an efficient, effective and influential network.
- (b) Strengthen the capacity of the network's members to deliver KAO programmes.
- (c) Develop and maintain quality delivery methods, materials and standards for the network.

For each of the objectives activities and indicators were worked out, but no resource requirements and timeline. In the log frame the Secretariat was supposed to be responsible for all actions, like:

- Membership development
- Standardization of procedures/quality control
- Establishing information sharing and communication systems (website, newsletter, online feedback mechanism, etc.)
- Form working groups
- Facilitate shared access to best practices
- Build capacity of member organizations
- Facilitate members participation in seminars
- Develop standardized KAO competency assessment and monitoring tools for peer leader trainers.
- Train Leader Level 2 trainers in use of tools and to be assessors
- Monitor/evaluate implementation of current KAO training amongst members in the field
- Develop accreditation system

Benefits joining the network were expected to be:

- Access to training, educational materials and best practices
- A quality control function
- Invitation to seminars and workshops
- Access to KAO logo as a marketing brand and fundraising tool

There were also specific criteria for membership:

- Be a registered organization
- Supporting sport development programmes for at least three years
- Have a HIV/AIDS policy
- Have a minimum of one Leader 2 qualified instructor
- Submit plans and reports to the Secretariat about progress
- Willing to be evaluated within the network by the Secretariat
- Annual subscription fee of US \$ 1000 (reductions can be considered)
- Follow the license agreement regarding the use of the logo

The network would be coordinated by a Secretariat. The Secretariat would invite all members to a bi-annual Network meeting. The Secretariat should fundraise for the network.

Ironically the same meeting presenting an ambitious plan for a strong and formalized network decided to remove the Chairperson and Executive Committee. In other words, the network has at the moment no formal governing structure. In lack of other and better alternatives it was also agreed that the Secretariat should remain in NIF and act on behalf of the network.

The Kicking AIDS Out Alliance in Zambia

After the Kicking AIDS Out meeting in Oslo in 2002 another meeting was held in Lusaka later the same year to facilitate closer cooperation between Zambian members. A small Secretariat with an office at the National Sports Council was established. NIF provided some financial support for establishing and running the Secretariat. Commonwealth Games Canada sponsored for a period of time an Alliance Programme Coordinator. At the moment the network has a Chairperson, but no active Secretariat. The Chairperson is maintaining the functions of the Secretariat on a voluntary basis.

An assessment of the Kicking AIDS Out Alliance in Zambia (Kvalsund et. al. 2004) concludes that the alliance membership has been small since its inception – including Edusport, Sport in Action, National Sports Council, Right to Play and SCORE Zambia. The Alliance has only recently opened its doors for others, but none have joined so far.

The assessment gives credit to the Alliance and its Secretariat for:

- Preparing teams for Norway and Helsinki Cups.
- Sharing of information.
- Acting as a unifying force between the members.
- Sport in Action, Right to Play and Edusport worked together in the World AIDS DAY 2004 – organizing a day of sport activities for educating children and youth about HIV/AIDS.
- The Alliance has promoted Goodwill Ambassadors – trained youth and adults sharing knowledge in their own communities.

Some of the challenges for the Alliance have been:

- Clarify what the Alliance should do.
- A tendency to keep out new small grassroots organizations.
- Avoid that the Alliance is not being run as a power house driven by personal agendas.
- Members not seeing the potential of the Alliance and not utilizing it effectively.
- Different perceptions for the Alliance: The Secretariat foresees a more active role in the management of activities while members see the Secretariat more as a mediator and unifying body.
- Participation in meeting and activities often limited to management level and not grassroots members.
- Competition between the organizations and fight for funding.
- None of the members are willing to invest resources for maintaining the Alliance.
- The Secretariat has no telephone lines or e-mail access.

The assessment recommends that:

- (a) The Alliance should avoid being involved in funding and focus on sharing of information.
- (b) The membership base should be broadened to encourage increased communication and understanding amongst the various organizations.

3.2. Relevance and Clarity of Objectives

Terms of reference asks to what extent KAO objectives and strategies are relevant, clear and consistent, and objectives understood and supported by partners in the network? Such questions need to be discussed at two levels: First for the Kicking AIDS Out Alliance in Zambia and for the international network.

Let us first examine the Zambian Alliance: According to the self-assessment by the organizations themselves (See Annex 4) the objectives for the network are unclear, not well understood and supported by the members. Or maybe a more correct assessment would be that the objectives are relatively clear, but they are found to be unrealistic and contested by several of the partners. There has also been a weak understanding of what the characteristics of a network are and what members have to do for maintaining such a network.

QUESTIONS	0	1	2	3	4	5
1. Are the objectives for the KAO Alliance clear and consistent?		3	1	3	2	
2. Are the objectives understood and supported by the members?		2	2	5		

Source: Self-Assessment (Annex 4)

The KAO Alliance in Zambia is currently almost non-existent – at the best dormant. The Chairperson makes commendable efforts on a voluntary basis to maintain the Alliance while the members have conflicting views of how useful such an Alliance has been and would be in the future. NIF provided as mentioned some financial support for the Secretariat during the first two years. In other words, the Alliance has no financial basis since the members are not contributing.

Three of the partners are positive to the idea of having an Alliance, while the other two others question its value. None of the partners seem to be willing or able to contribute financially to the Alliance. As long as NIF was the custodian and benevolent donor, the Alliance was seen as a useful platform for improved coordination even if it also created certain tensions during this period since the Secretariat was in control of funds and decisions (e.g. on who should participate in international events, etc.).

There has been and seems still to be severe competition between the four organizations – which they explained by the fact that they have similar donors and are fighting for the same resources⁶. The organizations have strong and vocal individuals as leaders. They meet in the Alliance and internal conflicts have not always been resolved. Some members expressed concern about the lack of “control” of the Secretariat. There has also been no willingness to open the Alliance for other members with the argument that the Alliance should first consolidate itself. Another reason for keeping Alliance small could be for the current members to avoid sharing resources and opportunities with other organizations.

From an outsiders perspective the Alliance can be seen as a small club of organizations more or less similar in approach and objectives, serving the same market and depending on the same donors. It is a club eager to maintain their name and protect their turf – afraid of loosing identity by being part of an Alliance. From another perspective the Alliance has gained a reputation in a short period of time, supported several useful activities and is known by donors and Government Ministries.

The International KAO Network

We have not looked at the work of the international KAO network in any detail and from the perspective of other countries than Zambia. It seems to us that the network has made several achievements with relatively small financial resources:

- It has helped to create international awareness around KAO and placed the role of sport as a tool in the fight against HIV/AIDS on the international agenda.
- It has brought several countries together around an important vision.
- It has produced educational materials of high quality.
- It has facilitated and funded regional training considered highly relevant in Zambia.

The previous presentation of how the network has evolved illustrates some generic issues with networks – to some extent similar with the Alliance in Zambia.

There is a weak and unclear understanding of what a network should and could be, how it should be organized and funded. There has been a long discussion (some say too long) and serious – to some extent wasteful efforts to establish and formalize a network organization with a constitution, governing structure, etc. In our view the plans presented for the international network have been far too ambitious. After the meeting in London in 2005 there has been no chairperson, the Executive Committee was dissolved and NIF was asked to serve as a Secretariat – because NIF was seen as the only “neutral” partner and

⁶ This argument is not entirely logical. We would not think that NIF will increase support to Edusport by cutting the budget for Sport in Action, or as a real example: NIF’s cut of the budget for the Sport Council did not change the allocations to the other organizations.

much better than selecting any of the African member countries. The Secretariat was given the mandate to take operational decisions on behalf of the network. In other words, the network has at the moment no democratic structures.

3.3. Innovative and Cost-Effective Strategies

The Zambian organizations have broken new ground – spearheading a new idea and concept using games and sports for promoting health objectives. This is also what the leaders of the organizations perceived to be their strength in the self assessment. It is not a new idea that sport has positive health outcomes, but the focus on grass root organizations and the systematic and interactive use of games and sports to promote life skills and HIV/AIDS messages are new.

QUESTIONS	0	1	2	3	4	5
3. Are the KAO strategies innovative?				2	3	4
4. Are the KAO strategies cost-effective?				2	7	

Source: *Self-Assessment (Annex 4)*

We have not carried out any financial analysis of how the organizations are utilizing their funds, but they appear to be cost-effective for the following reasons:

- The work is based on local materials and equipment. There are no expensive capital investments.
- All organizations have small staff and secretariats and depend to a large extent on volunteers for community outreach.
- There seems to be prudent use of small resources.

We have, however, a question concerning the cost-effectiveness of the regional training funded by NIF. There is obviously a value in organizing regional training in South Africa to facilitate sharing of experience across countries, but the country based training could be a more cost-effective approach. By moving instructors to the countries in stead of trainees from several countries to South Africa, more people could be trained for the same financial resources or probably less. In Zambia, there was an urgent need to scale up the training at both level 1 and 2.⁷

⁷ NIF comments that there might be a regional coordinator initiating and organizing training in each country co-financed with UK and Canada.

3.4. Partnerships and Linkages

To what extent are the organizations in the Alliance well linked to national authorities, other local NGOs and donors? The organizations in the Alliance collaborate to some extent with other local NGOs, but the capacity for such cooperation is relatively small. The links to national authorities are limited – mostly due to the limited capacity in the National Sports Council – making such cooperation less meaningful.

QUESTIONS	0	1	2	3	4	5
8. Are the organizations well linked with national HIV/AIDS organizations?		2		3	3	1
9. Do the organizations working well together?		3	3	3		
10. Do the organizations work well with their donors?	1		1	2	5	

Source: Annex 4 Self-Assessment

We did not come across examples of active collaboration with other network partners from other countries except for the intermittent encounters in international meetings facilitated by NIF. There is, however, a south-south exchange supported by the Norwegian Peace Corps used by the organizations. It is alarming that leaders in the organizations confirm through the self-assessment that members in the Alliance are not working effectively together.

The networking and collaboration between KAO and national HIV/AIDS organizations appear to be limited. None are for instance members of Zambia National AIDS Network (ZNAN). Such cooperation with HIV/AIDS organizations would be of mutual importance and benefit. For KAO members to get access to more in-depth HIV/AIDS knowledge and experience when for instance youth need more specialized support – for instance in counseling and testing. The HIV/AIDS organizations on their hand could benefit from the manuals, training and experience KAO members have with using sport as a tool for reaching young people with HIV/AIDS messages.

3.5. Building Local Sustainable Organizations

To what extent has NIF contributed to building and strengthening sustainable local organizations? As a donor NIF has helped to establish and maintain Edusport and Sport in Action. NIF has also provided financial support to the National Sports Council since 1991. Both of the NGOs are now relatively strong local organizations with Zambian leadership and ownership. We have not been able to assess to what extent they have democratic and representative structures, but they are seen as credible and legitimate local NGOs in Zambia. The rating during the self-assessment was also quite positive on this question.

QUESTIONS	0	1	2	3	4	5
5. Does NIF support contribute to sustainable national organizations?	1	1		2	4	1

Source: Self-Assessment (Annex 4)

SCORE and Right to Play have different backgrounds. Right to Play is an international NGO with three expatriate volunteers in the Secretariat and national volunteers. SCORE is originally a South African organization, but now established as a Zambian NGO. It is still in the process of being a locally owned organization rooted in Zambia. NIF is not providing financial support to SCORE in Zambia – only in South Africa, but SCORE is used for managing NIF’s volunteer programme. NIF is collaborating with RTP, but this international NGO receives funding directly from Norad and MFA.

The National Sports Council has been supported by NIF since 1991 - in more than 16 years, but the Council is weaker than ever and NIF has reduced its funding due to lack of counterpart funding from the Government and weak ability and capacity in the Council. As such NIF has not been able to establish a sustainable Sports Council – even if no one will blame NIF for the current state of affairs.

It is difficult to judge to what extent NIF has helped building sustainable local organizations. Edusport and Sport in Action have also other international donors, but NIF is considered more flexible and generous (providing core funding and not earmarked funding). However, all the local organizations generate marginal financial resources locally and the chances for local fund raising appear to be minimal. The Government provides no financial support to the organizations. Sport in Action offers and gets paid for certain consulting services, but the bottom line is that all the organizations depend on funding from international donors. All the “edu-sports” are kept alive through externally funded development cooperation.

It is questionable that the “edu-sports” will survive without funding from international donors. The only viable long-term strategy for making such organizations – and more importantly the KAO concept in Zambia more sustainable seem to be through integrating the Kicking AIDS Out concept into national sport structures, which are more likely to survive changing donor priorities and the development cooperation era. The best that can happen – and to some extent is happening is that Edusport and Sport in Action build convincing models for linking sport with health development, and move gradually towards a situation in which “pure” sport organizations and clubs integrate similar objectives and approaches.

If each organization continues to work on its own, they can be valued for relevant and solid achievements within a short time span, but their long-term impact will be limited, because they are not effectively linked with and supported by existing national structures. Their outreach and coverage seem to be increasing, but they are too donor dependent and will most likely remain so.

This is not a criticism of what the “edu-sports” have been doing and are doing. It is also understandable why they were established and have expanded. It is partly as a result of available funds from donors, but also to large extent because the Ministry of Sport and the National Sport Council have lacked the vision, capacity and resources to adopt and pursue the Kicking AIDS Out concept. There is neither any evidence that the National AIDS Council in Zambia has seen the missed opportunity in not involving and funding

sports organizations in the fight against HIV/AIDS. For Right to Play the situation is different. The needs are more or less endless and there is sufficient work for a new organization like RTP, but in principle such an international implementing NGOs is an anomaly and unnecessary. A much better alternative to introducing a new organization would be to support and increase the capacity of the existing local structures like Edusport and Sport in Action.

Norwegian Football Association in Zambia: A Case Study

NIF has been supporting the National Sports Council in Zambia. In addition NIF supports the Kicking Out Aids Alliance and two of its members - Edusport and Sport in Action.

The Norwegian Football Association (NFF) works in Zambia on a bilateral basis – outside NIF's frame agreement with Norad. NFF through SOS Children Villages in Norway provides financial support for the construction of a new Children Village in Livingstone. Through the contact with SOS Children Villages in Zambia NFF has initiated other activities:

- (a) Sending a Norwegian team of children to play with SOS teams.
- (b) Providing financial support to SOS Children Villages for organizing training courses for football instructors from various clubs and organizations including Edusport, Sports in Action, Football Association of Zambia and others.⁸

NFF's commitment and financial support to SOS Children Villages are commendable. The direct support to training courses illustrate, however, some more strategic issues pertaining to sustainability and selection of partners. SOS Children Villages in Lusaka is a strong organization and will most likely organize such courses smoothly and cost-efficiently, but why did NFF ask SOS Children Villages to organize training courses for football instructors in the first place? Is this organization a natural partner for NFF in strengthening football organizations in Zambia? Is it likely that SOS Children Villages will maintain an interest in and sustain such an activity without Norwegian funding?

The training course in itself is not the problem, but the strategic issues at stake are:

- (a) Football is not a core business for SOS Children Villages – and certainly not strengthening of other football organizations in Zambia. It seems that they have been involved as a result of NFF's funding of a new village in Livingstone. NFF's has found SOS Children Villages as an effective partner for organizing other activities like training courses.
- (b) Partnerships in civil society should build on shared ideas, values and interests and Norad's strategy for civil society promotes alliances between "like-minded partners". It is commendable that NFF funds Children Villages, but they are not "natural partners" for other activities. SOS Children Villages do the training because NFF has "commissioned" them to do so.

⁸ The first three weeks course was in 2005, second level will be this year and the third in 2007.

- (c) Secondly, NIF has for several years supported the National Sport Council, the Kicking AIDS Out Alliance and two of its member organizations. The network has small resources and weak capacity, but why did NFF not approach KAO or one of its members – asking them to organize the training – making sure that there is a clear link between the training and Kicking AIDS Outs materials and messages. It would have strengthened the Alliance and been an example of a more coherent approach from NIF and NFF.
- (d) Lastly, the Football Association of Zambia would have been the ideal organization for organizing such training courses. This is the “natural” partner for NFF. Through such an organization NFF would have reached out to clubs in Zambia and could also have ensured that there was a quota for “new” organizations like Edusport, Sports in Action, etc. There may be reasons for not using the Football Association of Zambia⁹, but NFF has made a questionable decision for the following reasons:
- Norwegian NGOs should work with like-minded partners – sharing similar objectives and interests. The primary objective is building and strengthening civil society organizations.
 - Norwegian NGOs should avoid building unsustainable parallel structures.
 - Norwegian organizations (with several member organizations) should pursue coherent and mutually supportive projects.
 - In selecting partners it is often necessary for Norwegian NGOs to compromise on efficiency in implementation and choose a less effective, but more sustainable option.

In a comment to the report Norwegian Football Association comments that this is primarily a solidarity project between Norway and Zambia with a few development elements. The purpose is to mobilize resources for a new SOS Children’s Village in Livingstone in Zambia. In addition Norwegian Football teams should build relations with Zambia and learn from the cooperation. Hence it is not so important for NFF to find the “right” partner in this case and the training course was originally meant for only SOS Children Villages, but made open for participants from other organizations. Representatives from all the KAO organizations have been invited for free. The role of SOS Norway will be to provide the funding, SOS Zambia to facilitate and NFF to provide the sports elements. NCA will contribute with the HIV/AIDS component.

NFF would have liked to see a more active FAZ, but they are not prioritizing grass roots sports. In an ideal work FAZ would have been the best partner, but this is unfortunately not the case in Zambia. It is important for NFF to avoid building parallel structures. NFF is also of the opinion that SOS Zambia would like to continue with the instructor training also without the funding from Norway

⁹ It is said that the Football Association in Zambia is too elitist, not concerned with community and grassroots football and as such having a limited coverage in the country. In response to such allegations the Association responded that they are slowly changing profile and seeks to promote club development at community level.

3.6. Natural Partners and Aid Constructs

The National Sports Council in Zambia (NSCZ) was the first contractual partner for NIF. This is the national body for sport in Zambia – an equivalent to NIF in Norway – or in other words the “natural” and strategic partner for NIF – even if it is more closely associated with the Government. NSCZ consists of 43 different sports associations and would be the obvious organization for linking sport with the fight against HIV/AIDS in the country. Through the National Sports Council it would have been possible to reach out to all parts of the country through a large number of associations and clubs – even if the outreach and coverage for some of the associations are limited.

What has happened is understandable, but problematic. The National Sports Council has been squeezed for funds for a long time by its mother Ministry. A clear policy has been missing combined with weak management leading to reduced credibility for the Council. Staff is reduced to a minimum and the Council is practically non-functional. As a result, NIF has reduced its support – making life even more difficult for the Council – tightening the “catch 22” situation.

What has then happened? Donors have increased its funding to HIV/AIDS. They are looking for new ways of reaching young people with messages about prevention. Sport is seen a promising tool in the fight against HIV/AIDS. Sport seems to have certain intrinsic health values, but sports activities and organizations represent also events and venues where a large number of young people can be reached and educated about HIV/AIDS.

Most sport organizations have been established to do sport - full stop. Young people joining such organizations expect to do sport – have fun – something different from what they do in schools. These traditional sport organizations have increasingly experienced the consequences of AIDS – players being infected, more children being AID orphans, etc. Some of those organizations have also adopted a HIV/AIDS policy and implement HIV/AIDS programmes, but they are few and the process has been slow.

In other words, there has been a huge gap and also opportunities for new organizations to fill the gap, speed up the process, get access to available funds and build on the opportunity to link sport with the fight against HIV/AIDS, etc. New types of organizations have emerged. Not sports organizations and not HIV/AIDS NGOs, but combinations – hybrids of the two. “Edu-sport” says it all. It is not about sport or education alone, but both. All the four organizations belonging to the Kicking AIDS Out Alliance in Zambia are such hybrids – driven by a new challenge, born and fed by development cooperation agencies.

The new organizations are more NGOs than sport organizations and not members of the National Sports Council. They form their own small Alliance with support from NIF in Norway to large extent in parallel with the traditional sports organizations. As such they

are aid constructs – which will most likely will phase away with changing priorities among development agencies.¹⁰

The use of names on clubs is interesting. Teams from the “edu-sports” have names without any reference to where they are coming from, e.g. Lusaka Dynamo. They are called BCFS in Uganda – Bring Children from the Street, YES in Zimbabwe – Youth Education Through Sport and EMIMA in Tanzania meaning education, sport and promotion of physical activity in Swahili. The Zambian team to Norway Cup was called “Kicking AIDS Out”. Such names describes the clubs as development projects – following a completely different pattern from Norway and other countries and do reinforce images of African societies as dominated by diseases, poverty and suffering (Hognestad 2005).

Is the growth of “edu-sports” a good or bad development? A difficult question to answer. It is at least problematic. On the one hand, it has helped to raise awareness about a new challenge and created opportunities for increased outreach to vulnerable children and youth. It is also a justified response and reaction to weak existing structures. When the National Sports Council did not deliver – other alternatives had to be established for introducing Kicking AIDS Out. On the other hand, it has undermined existing structures further and established an unsustainable parallel system.

The Kicking AIDS Out Alliance in Zambia has four relatively small members – being reluctant to open their Alliance to new members, keeping the benefits from international donors for themselves.

We are not critical to individual organizations as such or the Alliance Secretariat in Zambia. What they have achieved with small resources is impressive. What is missing is a future vision of an alternative future scenario - a vision for scaling up the Kicking AIDS Out concept and Alliance in Zambia for making it much more influential. Supporting an Alliance with a few members is not enough. There are currently some positive developments in the National Sports Council and a new Board is in place. The Ministry of Sports expressed also an interest in reinvigorating the National Sports Council. We are not naïve and realize there is still a small reform potential in the Sports Council and we do not support only Government led initiatives. We are also aware that the outreach and coverage among several of the national associations are limited. The vision, however, should be to incorporate the Kicking AIDS Out concept as a programme in the National Sports Council – targeting all the 43 sports associations and in parallel support a few “edu-sports” for model development and learning.

It should be mentioned that existing sport structures have to some extent benefited from the KAO programmes. EduSport and SIA have both inspired the process of bringing

¹⁰ In a comment from Oscar Mwaanga he claims that the “edu-sport” organizations are by far not donor constructs. They are simply supported by donors like every else in Zambia. They are a Zambian community construct that delivers sport that appeals to the real needs of the community given the hard economic situation now prevailing in Zambia.

KAO into the physical education and school sport system through the University of Zambia and the Ministry of Education. The “edu-sport” organizations have also produced young sport leaders that will serve the sports development systems in the future. Within such a framework “edu-sport” organisations are no longer parallel structures, but agents that support the existing structures by reaching the people the national structures would not normally reach and nurseries for innovative approaches that can be assimilated in the national structures later. We have not able to assess fully to what extent Edusport and SIA play such a catalytic role.

Kicking AIDS Out has produced quality materials, gained important experience in linking sport with development and trained a large number of peer coaches. This is a valuable resource in a new and extended network focusing on sharing of information and capacity building. The KAO Secretariat has the skills, but not the capacity to push such an approach. NIF could play a role with other partners like UNICEF. This organization provides currently some support to small activities in the edu-sport organizations, but should and could play a much stronger strategic role in advocacy and policy development.

3.4. Achievements and Results

This review has discussed activities at two levels – the international KAO network and the role of NIF, but primarily focused on one country - Zambia. Hence, there are achievements and results at two levels – for the Kicking AIDS Out international network and in Zambia. We will focus on the latter.

The International KAO Network

The achievements of the international network have already been summarized (see chapter 3.1.):

- It has helped to create international awareness about KAO and placed the role of sport as a tool in the fight against HIV/AIDS on the international agenda.
- It has brought several countries together with an important vision.
- It has produced educational materials of high quality.
- It has facilitated and funded regional training considered highly relevant in Zambia.

In the multi-year application from NIF to Norad for 2004-2006 the overall development goals were:

- To contribute to sports development within the partner countries.
- To use sport as a means to promote healthy lifestyles within the communities of the partner countries.
- To influence the incorporation of democratic principles and good governance within the sport structures of the partner countries.

The anticipated results are listed as:

- Enhanced administrative capacity of partner organizations.
- Increased number of sport clubs in local communities.

- Increased number of sport structures using sport as a development tool.
- Increased number of women in leading positions, especially in local sport structures.
- Targeted sport disciplines that are inclusive of all children and youth independent of race, sex, tribes, political affiliation and level of sport performance.

The overall objectives provide direction and vision, but more intermediate objectives are missing providing targets for how much and when results are expected. The anticipated results could be seen as such lower level objectives, but they do not have any clear targets either – making it difficult to assess performance. How many new organizations should start using sport as a development tool for NIF to claim good results? How many more women are expected in leading positions? How many new sport clubs in local communities?

The objectives and expected results have neither been used for reporting to Norad. The achievements mentioned in the NIF report to NORAD for 2005 are e.g.:

- The KAO concept has been integrated in all programmes – not only by partners in the network, but also by several cooperation partners.
- The Secretariat has been active towards network partners, especially in providing training and developing the quality of core instructors.
- A total of 80 instructors are qualified to become national instructors.

There is no discussion of to what extent the development objectives have been achieved and no systematic presentation of achievements in the five result areas mentioned above. We would assume that the underlying problem is that NIF has no system for collecting data about the number of women in leading positions, increase in sport clubs in local communities, etc. Such data are not easily available, but it is still somewhat problematic that such indicators are used in the application for funds, but not for actual monitoring and reporting.

Achievements and Results in Zambia

When interviewing coaches and staff numerous stories were told about how sports had impacted on children and youth. Such stories are important and indicate results even if they are not measured, systematized and documented. There is so far a weak evaluation practice, a shortage of indicators to measure progress and no regular system to monitor change over time. Edusport did acknowledge that they relied mainly on observation and feedback from communities which is most likely the case also for the other organizations. This is one important source of information, but the lack of a more systematic M&E system makes it difficult to demonstrate for a wider audience the impact sport makes on individuals and communities.

The assessment which was carried out of Edusport and Sport in Action contains chapters on impact and effectiveness (Kvalsund 2004), but limits itself to summarize individual perceptions. This is not sufficient to convince people outside the inner circle of those already “converted”.

As mentioned there is very little research based evaluation on the link between sport and development. NIF refers in its application to Norad that work is going on at the

Norwegian University of Sport in developing suitable M&E systems. If this work refers to the research in EMIMA Tanzania by Cyprian Maro, it should be emphasized that this is research and not practical M&E tools that can easily be used by the four NGOs in Zambia. The EMIMA research is, however, interesting – being one of the few examples of a systematic impact assessment of educational sport activities. The findings of the research is summarized in the following text box. We are not in a position to assess the validity of the findings and to what extent they apply to the Zambian context, but our findings in Zambia were slightly different.

Using Sport to Promote AIDS Education in Tanzania

Educational campaigns are conducted through hospitals, schools, churches and mass media. However, research has shown that there is no decrease in HIV infection in youth. There have been recommendations to involve peers and to use more valued and familiar activities to reach out to adolescents. Since 2001 the EMIMA programme has tried to affect knowledge, attitudes, beliefs and “at risk” sexual behavior of youths by using sports. The research project aimed to evaluate the effectiveness of AIDS education through sport and to assess the effectiveness of peer coaches in distributing educational messages.

The study was a quasi-experiment with control and treatment groups and a sample of 800 participants. The intervention group used sport to learn about HIV prevention and safe sexual practices. One control group received traditional school AIDS education while another were neither involved in school education about HIV/AIDS nor in the Kicking AIDS out programme. The intervention lasted for eight weeks. The questionnaire asked basic questions about demographics, HIV/AIDS knowledge, beliefs, attitudes and risk sexual behavior. The findings showed that AIDS education through peer coaches in sport is more effective than conventional education. “The results demonstrate that AIDS intervention through sport using motivational enhancement strategies can assist young people to reduce their risk of infection with HIV. Intervention through sport participants increased their HIV/AIDS related knowledge, expressed intention to avoid unsafe sexual practices, had more experience with condoms and perceived to have control in engaging in unprotected sex. The changes were observed after intervention”.

Source: Cyprian Maro, An Abstract of the research study

We have four sources of information about results in Zambia: A self-assessment by all the involved organizations, reports and documents, our own observations and interviews with young people and other stakeholders and a separate survey. Findings from the first three sources will first be summarized and then the findings from the survey which was conducted as part of this evaluation.

QUESTIONS	0	1	2	3	4	5
11. Are systems in place for M&E?	2	1	3	1	1	1
12. Has the Alliance increased the awareness about HIV/AIDS?	1	1		1	5	
13. Has the Alliance increased the awareness about sport as a tool for fighting HIV/AIDS?	1				4	3
Has the organizations contributed to:						
14. Inclusion of HIV positive			1	3	3	2
15. Inclusion of the disabled	2	1	1	1	3	1
16. Mobilized more funds locally	1	3	2	1	2	0
17. Reduced stigma	1			3	4	1
18. Increased participation of girls				1	4	4

19. Stimulated actively stronger involvement of girls?				1	4	4
20. Reached equal participation of boys and girls?		1	1	4	2	
21. Improved knowledge about HIV/AIDS					7	1
22. Improved knowledge about prevention				1	7	1
23. Changed sexual behavior			1	5	2	

Source: Self-Assessment (Annex 4)

Awareness about Sport as a Tool for Development

There seems to be clear support for the finding that the KAO Alliance has contributed to increase the awareness about sport as a tool to fight HIV/AIDS in Zambia.

Representatives from the Government, donors and other NGOs (See Annex 3: People met) confirmed that they were aware of the Alliance and the use of games and sport for development purposes.

Improved Knowledge

People interviewed believed strongly that young people have learned more facts about HIV/AIDS and about prevention through educational activities. This is also a likely conclusion since most messages are quite simple and have been repeated regularly and over time. Different games have also been used to reinforce similar messages.

It is much more difficult to know to what extent messages are understood and internalized. The messages could be empty phrases which are memorized and without much meaning for young people – and the younger the less meaningful. On the other hand, what could happen is that the messages slowly creep in and become understood. We don't know what is happening. Another type of study would be required to obtain such information.

Attitudes

The organizations are also clear, but less clear about changes in attitudes, e.g. reduction of stigma, attitudes to sex and girls among boys, etc. It takes time before knowledge translates into new attitudes and such changes are also more difficult to measure.

We observed games and role plays focusing on stigma – how the group treated members outside the enclosed circle and the discussion afterwards interpreting what had happened during the game. This is a kind of interactive learning process which we believe has a high potential for making an impact – at least compared with other ways of transferring a similar message. The interactive games for groups of young people organized by an experienced coach covering HIV/AIDS messages get very close to children and young people.

The strongest and probably most effective method is when the peer coach is meeting with the individual player responding to his or her questions and concerns, but we have not been able to assess the dynamics during interactive games – nor in the encounters between the coaches and youth. There is neither any information about the frequency of individual counseling versus group activities. Last – but not least: We have no information about the quality of what is going on between the coach and the young

person. Do the coaches have sufficient and relevant skills and experience to handle difficult questions and respond adequately to verbal and no verbal messages? The peer coach has an extremely difficult task. They are young themselves, training has been limited and there is a chance that they can do more harm than good. Do the organizations provide sufficient supervision and support to the peer coaches after the initial short training?

Sexual Practices

The organizations are also of the opinion that the KAO strategies have lead to changes in sexual practices – in other words in more use of condoms and abstinence, stronger ability among girls to negotiate sex, etc. There is increased evidence of children/youth discussing HIV/AIDS with their parents which is seen as a sign of young people making more informed and mature choices.

Inclusion

Two of the organization confirmed having special programmes for HIV positive young people. The others are open to HIV infected, but have so far no special programmes for infected youth. All the organizations confirmed they were positive to inclusion.

None of the organizations have any special programmes to include disabled youth, but are aware of the limitation and intend to focus more on this group of young people in the future.

Girls and Gender

In Zambia it is most males who are on the sports fields. Many Zambian parents seek to protect their daughters, in particular adolescent girls from the interactive nature of sport. In rural Zambia, girls are supposed to be in the kitchen or attending to domestic responsibilities. Many girls are also forced into early marriages. Netball is the most popular sport among girls in Zambia, but women football has also become increasingly popular, but still in its infancy. A problem is that girls leave when they become young adults because of marriage, cultural norms, etc.

The majority of young people participating in the four organizations is still boys – the estimated average is 35-40% girls and 60-65% boys. Some of the organizations reported a higher number of girls.

There are several indications of an increasing number of girls participating in sports – and that girls are becoming more assertive and self-confident.

Edusport and Sports in Action make special efforts to include girls. One of the actions taken by Edusport to increase the participation of girls is to increase the involvement of parents. By assisting parents in the communities they have increased their interest and support. Edusport has also introduced sport camps and the GO sister programme to address the needs of girls and young women. The GO Sister programme is about empowering girls through sports.

The number of girls participating in the organizations activities has increased – according to the self assessment, but the situation varies geographically. Girls participate less in rural areas than in urban, but there are also significant variation between different areas of Lusaka.

There are also a number of other indications of an increase in girl's participation:

- There seems to be an equal number of girls and boys being peer coaches. We met with a sample of coaches in which a majority was girls – 9 girls and 8 boys.
- Among employed staff there is still a majority of men, but the Director of Edusport is a woman and also the international volunteer leading Right to Play.
- Sport in Action confirmed that they had clear rules and sanctions in cases of sexual abuse.
- All organizations seem to encourage and have positive experiences with mixing boys and girls in games and sports. It is found to break down barriers and create a more open atmosphere between the sexes.
- When observing games several of the girl's were far more self confident as leaders than boys. The girls were also much more vocal– leading the games elegantly and even inviting outsiders to join.
- We have not been able to collect any information about the girl's experience on the sport arena. This will require a different kind of study.

Unintended Negative Effects?

Even the most noble of activities may have negative outcomes which is also true for sport. We would believe, however, that the negative effects of using games and sport at grassroots level are minimal. The more important question is to what extent such activities are useful and effective – over and above being fun.

There are, however, some problems being identified. A small study of the involvement of Zambian teams in Norway Cup found ambitious and often unrealistic dreams associated with football and Norway Cup (Hognestad 2005). The dream is to be seen, leave Zambia, come to Norway or play for a club in Europe – and finally become rich. This is a fragile dream, even if there are some Zambians playing for clubs in Europe and South Africa. Norway Cup has to some extent embodied such dreams – in which the solution to problems of poverty is to leave Zambia and start to play in Europe.

3.5. Survey Results

The purpose of the survey was to compare the level of knowledge about HIV/AIDS, life skills and attitudes to stigma between two groups of young people – one group being exposed to a KAO programme and another not.¹¹

The study population comprised of 40 boys and girls (20 boys and 20 girls) who had been participants in the Kicking AIDS Out programmes and 40 boys and girls (20 boys and 20 girls) who had not had exposure to Kicking AIDS Out activities. The respondents

¹¹ The survey consisted of 38 questions under three headings: Knowledge about HIV/AIDS, stigma and self-assertiveness and life skills.

selected for the study were from 14 to 18 years as these were sufficiently mature to answer sensitive questions and being more available for interviews. The young people were selected from two different, but similar communities.

Study Design and Methods

The study followed a quasi- experimental design in order to assess the effectiveness of a programme intervention. Two similar groups of young people were selected from different communities and compared in terms of knowledge about HIV/AIDS, attitudes about discrimination and life-skills.

The study was carried out in Kabwata and Chilenje Compounds for the 40 respondents exposed to KAO activities. The sites are two locations where Edusport and Sport in Action have activities. Garden Compound is the residential area where 40 respondents with no exposure to KAO activities was interviewed. It is situated about 15 km from the sites where the exposed respondents were selected.

The recording of responses from the respondents was done by four interviewers who were engaged to assist the consultant. This also helped to ensure that no questionnaires were left incomplete. The collected data was analysed using Epi Info software. This was used to rapidly develop a questionnaire, customise data entry process, enter data and do the analysis.

The main findings from this survey differ to some extent from the research in Tanzania and also from the self assessments presented in the previous chapter. The findings should be considered as preliminary, but they provide an interesting perspective on what is the major importance of KAO activities.

The two main findings are:

The survey found that there are only insignificant differences in level of knowledge about HIV/AIDS and in attitudes to stigma and discrimination between the exposed and not exposed group. The unexposed group have even slightly higher level of knowledge. In other words, KAO activities have limited importance in spreading new knowledge and information about HIV/AIDS, stigma and discrimination because young people seem to have such knowledge already from other channels. Existing HIV/AIDS knowledge may more be reinforced through KAO games and sports.

On the other hand there is a notable difference between the groups on two questions: the ability to make independent decisions and say no in matters of sex and also on the level of self confidence.

The consultant doing the survey argues that decision making and self-confidence are fundamental in preventing HIV/AIDS. They contribute to the formation of strong young personalities. It is also likely that KAO activities contribute to the strengthening of such life skills. In other words, Kicking AIDS Out is still important, but for more specific reasons than originally believed.

Several explanations are discussed for the lack of difference between the two groups of young people:

- (a) Several young people with no exposure to KAO activities have been involved in other programmes with a similar HIV component.
- (b) Others have been exposed to media and social campaigns focusing on HIV/AIDS.
- (c) Some school-going respondents who have not had exposure to KAO activities could have had exposure to in-school anti-AIDS clubs activities sharing similar messages. A large number of anti-AIDS clubs have been established in Zambia.
- (d) Other young people who have not been targeted by KAO activities could have had exposure to HIV/AIDS activities run by churches.
- (e) In spite of the fact that the unexposed sample resides about 15km away from the other group - both are urban based could have interacted.

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SUMMARY OF FINDINGS FROM SURVEY

Findings of the survey on knowledge, attitudes and life skills are as follows:

Can a person get HIV by having sex with an HIV person only once?

Exposed: 34 (85%) said yes

Unexposed: 36 (90%) said yes

How long can a person live with HIV without getting ill?

Exposed: 21 (52.5%) said many years

Unexposed: 23 (57.5%) said many years

Are you willing to play on a team with a player having HIV?

Exposed: 36 (90%) said they are willing

Unexposed: 32 (80%) said they are willing

Is it safe for people with HIV to work with children?

Exposed: 27 (67.5%) said yes

Unexposed: 27 (67.5%) said yes

Have you learned that you can make your own decision to say no?

Exposed: 37 (92.5%) said yes

Unexposed: 24 (60%) said yes

Have you learned how a person can live a good life with HIV?

Exposed: 26 (65%) said yes

Unexposed: 29 (72.5%) said yes

The findings indicate that the unexposed respondents have more knowledge than the KAO exposed respondents, but the difference is very small. The exposed respondents have slightly more positive attitude towards people with HIV than the unexposed, but the difference is again small. The major finding in the survey was that exposed respondents have greater aggregate life skills than the unexposed.

Out of the 40 respondents exposed to KAO, 37 (92.5%) said they learned that they can make their own decisions to say no in the fight against HIV and AIDS. Of these, 20 (54%) had been KAO members for over a year, 9 (24.3%) for between 6 months and a year while 8 (21.6%) had been members for less than 6 months.

From the 40 who were not exposed to KAO, 24 (60%) said they had learned to say no as a life skill while 16 (40%) indicated that they had not learned to make their own decisions to say no as a life skill.

The wide difference between the exposed who acquired the skill to make their own decisions and their unexposed counterparts could be attributed to the emphasis laid by the KAO programme on decision-making as a fundamental life skill in the fight against HIV and AIDS.

CHAPTER 4: CONCLUSIONS AND RECOMMENDATIONS

4.1. Conclusions

The overall conclusion is that Kicking AIDS Out (KAO) by combining sport activities with HIV interventions is a new, innovative and promising approach in the fight against HIV/AIDS. Kicking AIDS Out has also been successfully established as a network of sports organizations in the North and South for sharing of information and experience, developing quality materials, providing regional training and technical support to members.

KAO has in a short period of time and with small financial resources been able to demonstrate achievements – even if it is not yet possible to conclude on to what extent KAO has been an effective tool to prevent further spread of HIV among young people in developing countries. KAO has contributed to create more international awareness around the role of sport in health development – and in particular in the fight against HIV/AIDS. It has brought organizations in several countries together around a new and important vision. KAO has also produced educational materials of high quality and organized regional training considered highly relevant.

KAO members in Zambia have also successfully introduced the “edu-sport” concept in the country, member organizations have expanded rapidly in numbers and coverage combining games and sports with educational activities in an innovative and cost effective manner.

Some of the more critical conclusions and findings from the review are:

- The international KAO network has been established, but depends to a large extent on funding and support from NIF. The member ownership is relatively weak. The chances for sustaining such a network without Norwegian funding and NIF support seem marginal.
- There has been a weak understanding of the characteristics of a network and what members have to do for maintaining communication and coordination within a network. The plans for establishing a formalized network organization was too ambitious.
- A KAO Alliance was established in Zambia, but there has been strong competition between the organizations and the future value of having an Alliance is contested by some of the members.
- The organizations in the Alliance collaborate to some extent with other local NGOs, but the capacity for such cooperation is relatively small. Links to national authorities are limited – mostly due to the weak capacity in the National Sports Council – making such cooperation less meaningful.
- The various member organizations in Zambia do not work well together.

- There are few examples of collaboration between KAO members at the international level except for the intermittent encounters in meetings facilitated by NIF.
- NIF has helped establish two new sports NGOs in Zambia. It is questionable if the “edu-sports” will survive without funding from international donors. The KAO concept has not yet been integrated into national sport structures since the National Sports Council has been dysfunctional for several years.
- The National Sports Council has been squeezed for funds by its mother Ministry and a clear policy has been missing. In combination with weak management this has led to reduced credibility and ability to deliver any services. As a result, NIF has reduced its financial support.
- The lack of efforts by national authorities (Ministry of Sports, National Sports Council, and National AIDS Council) in involving sports organizations in the fight against HIV/AIDS has created a gap. This gap has been filled by new organizations accessing donor funds and exploiting the current belief in combining sport and health development. The emerging organizations are not sports organizations nor HIV/AIDS NGOs, but combinations – hybrids of the two – “edu-sports”.
- All the four organizations belonging to the Kicking AIDS Out Alliance in Zambia are such hybrids – driven by a new challenge, born and financed by development cooperation agencies. As such they are aid constructs – which will most likely phase away with changing priorities among development agencies.
- It is not possible to conclude on the impact of KAO activities among youth. Reports and assessment by the organizations suggest that:
 - o Awareness about sports as a tool for development has increased.
 - o Knowledge about HIV/AIDS has improved.
 - o Stigma has been reduced and new attitudes introduced.
 - o There have also been changes in sexual behaviour, but the level of change is more uncertain.
 - o Number of girls involved in activities and being peer coaches have increased, but there are still important barriers for equal gender participation.
- The findings from the survey carried out as a part of this evaluation concludes differently:
 - o There are only insignificant differences in level of knowledge about HIV/AIDS and in attitudes to stigma and discrimination between youth being exposed to KAO activities and those that are not members of any KAO organization. In other words, KAO activities seem to have limited importance in disseminating new knowledge and information – mainly because other organizations have conveyed similar messages.

- o On the other hand the survey showed a notable difference between the groups on two questions: the ability to make independent decisions and say no in matters of sex and also on the level of self confidence. In other words, it is likely that KAO has effectively introduced and conveyed such important life skills.

4.2. Recommendations

We will suggest four overall recommendations and a set of more operational proposals for NIF and KAO members to consider.

1. For NIF and KAO to clarify the objectives and characteristics of a future KAO network – both at international and national level.

There has been and still is an unclear understanding of what the KAO network should become. A network is basically nothing more than what the members want it to be. It is ideally established because some organizations feel they can benefit from sharing of experiences and coordinated action. There are different types of networks. The minimal model would be a virtual network – some organizations with a common purpose sharing a web page, organizing joint meetings and communicating electronically. A maximum model would be a democratic network with a Secretariat and financial resources (mobilized by the members) to support the development of joint resource materials, providing technical support to members and meeting regularly.

What is important is that a network is not an organization and should not be involved in any activities which are parallel to or competing with what members are doing. A network is a meeting place, and if financial resources are available it can also perform certain support functions and have a Secretariat. Networks can be highly cost effective if they are able to provide services that all members need and can benefit from.

It seems not advisable that NIF returns as the benevolent donor to the KAO Alliance in Zambia. That may only exacerbate internal competition and delay a crucial discussion and decision among the members whether they should continue the Alliance or not, for what purpose and how. If a decision is taken about continuing the Alliance, it would be possible to apply for financial support to a small Secretariat. The benefits of having such an Alliance are:

- It conveys a message that a group of like-minded organizations are working together for a common cause.
- It helps to advocate the message of “kicking AIDS out” and the use of sport as a tool in the fight against HIV/AIDS in Zambia.
- It can be a platform for obtaining financial support from new donors seeing the strength and unity of an Alliance.
- It is well placed to organize/facilitate joint activities.

There is no easy way forward for the international network. What seems clear, however, is that a network of mainly organizations from poor member countries will not be able to sustain a Secretariat, finance international meetings, production of materials, training, etc. without an external donor. NIF has been and is still the custodian of the network – as a matter of fact the lifeline for the network with support from Norad.

It would be possible to redefine the role of NIF and make it into a resource centre for the network with a major responsibility for developing materials and support training. Then the Secretariat could be placed in one of the stronger member countries – providing the link between NIF and the members and facilitating communication and sharing of experience between the members (mainly electronically). International meetings should be kept as an option, but will be too expensive as a regular activity.

What seems certain is that the objectives, plans and expectations for what the network should be and not least how it should be structured were too ambitious. The network was seen too much as a network organization with its own rules and regulations. If KAO is to continue it must also be more than an initiative owned and funded by NIF. It is commendable that KAO was started as an African initiative. It is hence not “healthy” and sustainable that NIF continues as the main custodian, donor and now Secretariat for the network.

2. For NIF and KAO to clarify how sports contribute to health development and what are the requirements for an effective use of sports in preventing HIV/AIDS.

There is a strong belief among KAO members and others that sport has a positive effect on health and that it can also be used to prevent HIV/AIDS. However, the causal relationships between sport and HIV/AIDS are unclear. Why is sport an effective tool for non-sport outcomes? Is it sport and sport organizations that are important in themselves or is sport more a useful instrument for transferring health messages? If there is no direct causal link between sport and development - under what conditions is sport effective? What is needed in addition to organized sports activities? What is for instance the optimal balance between sports activities and educational messages? There is no clear cut answer to such questions, but it could be useful for NIF to try to specify the conditions for effective linkages and test out various approaches.

3. For NIF and KAO to decide on operational targets and indicators, develop better M&E tools for assessing and documenting progress and achievements.

NIF and KAO members have few and weak M&E tools for measuring and documenting results. They need to be improved, but even more important – there are unclear and open ended objectives with few targets and indicators. Appropriate methods are required to measure results, but it is even more fundamental to have a clear understanding of where to go (objectives) and what the expected results are (outcomes) – in particular in short- and medium term.

4. For NIF to discuss the selection of partners in order to avoid building unsustainable parallel structures and enhance the capacity of national structures with broad coverage.

It is questionable that the new combined “edu-sports” will survive without funding from international donors. They should play an innovative role introducing new ideas and starting new activities for a certain period of time. However, the viable long-term strategy for making such organizations – and more importantly the KAO concept in Zambia more sustainable seem to be through integrating the Kicking AIDS Out concept into national sports structures, which are more likely to survive changing donor priorities. The best that can happen – and to some extent is happening is that Edusport and Sport in Action build convincing models for linking sport with health development, and move gradually towards a situation in which “pure” sport organizations and clubs integrate similar objectives and approaches.

There seems to be no need to support implementing international NGOs in Zambia, because there are other national organizations with similar mandates and the capacity to expand its activities and coverage. The selection partners should be in line with the following principles:

- Norwegian NGOs should work with like-minded partners – sharing similar objectives and interests. The primary objective is building and strengthening civil society organizations.
- Norwegian NGOs should avoid building unsustainable parallel structures.
- Norwegian organizations (with several member organizations) should pursue coherent and mutually supportive projects.
- In selecting partners it is often necessary for Norwegian NGOs to compromise on efficiency in implementation and choose a less effective, but more sustainable option.

5. Operational recommendations

- NIF should consider changing from regional to national level training in order to meet the increased demand for country level training and also improve cost effectiveness (the cost of training each peer coach).
- The KAO Alliance in Zambia needs to agree on the future role of the Alliance and to what extent they are willing to support such a national network.
- The Alliance members need to work more systematically with the inclusion of HIV positive youth, disabled young people and the involvement and participation of girls and young women at all levels of the organization.
- For KAO members to increase and improve networking and collaboration with other national HIV/AIDS organizations.
- All the members need to strengthen their HIV/AIDS competence and counseling skills – in particular among coaches and leaders interacting with the children and young people, because it is the quality of the encounters that matters.

Annex 1: Terms of Reference

Review of Kicking AIDS Out (KAO)

Background and project description:

- Kicking AIDS Out is an approach combining sports activities with HIV interventions
- Kicking AIDS Out is a network of sport organisations

Kicking AIDS Out (KAO) promotes the use of sport as a tool for development. Sports and physical activities are used to build awareness about HIV and AIDS through educational games and activities which encourage peers to discuss issues that affect their lives and their communities. Programmes implemented by member organisations integrate sport skills and life skills through movement games, role plays, drama and other cultural and recreational activities. Central to success and sustainability is capacity building. KAO develops programs to train coaches, trainers and leaders, building capacity at the individual, organizational and community level.

The network shares information and best practices, promotes policy development, and supports local projects. It provides a forum for exchange between organisations from different countries and continents – as equal partners – with different contributions.

KAO's development goals:

- Include HIV/AIDS components in all sports activities
- Ensure ownership within national sport structures to make the work more sustainable
- Maintain an active secretariat supporting the activities and initiatives of the partners and controls the quality of the work that the network does.
- Mobilize resources and give financial support to local initiatives in line with the KAO concept.

KAO is a component and a concept in all the programs that the Norwegian Olympic Committee and Confederation of Sports (NIF) is supporting in the south. The network's secretariat is based in NIF. KAO was an initiative of the Edusport Foundation (a Zambian Sports NGO) adopted for support by Norad (the Norwegian Agency for Development Cooperation) in 2001 and has developed into an international network of organizations from the UK, Canada, Norway, Kenya, Namibia, South Africa, Tanzania, Zambia, Zimbabwe, Mali and Vietnam.

Review of KAO

NIF has since 2001 received support from Norad to maintain the KAO secretariat. Norad assesses members of KAO as competent and central actors in development work using sport as a tool for development. After five years of operation, Norad has initiated an external review of the network, to learn from the work and the approaches. 2006 is a

timely year to carry out this review as Norway will promote the theme of AIDS and sports during the International AIDS conference in Toronto in August 2006.

Purpose

The overall purpose is to learn how sport may be used as an important tool for addressing AIDS related issues among young people.

More concretely the purpose is to assess to what extent KAO has been an effective instrument in linking sports with the HIV response. If required, the review should also recommend changes and modifications in objectives, strategies and working methods for KAO.

The review will be assessing KAO as a global network, particularly focusing on Zambia and Tanzania as case countries, with the main emphasis on the work of the partners in Zambia. The main report will mainly be based on findings from the field visit to Zambia, but with input from the field visit to Tanzania.

Tanzania was selected due to the wish of doing a parallel assessment with the organisational review of Right to Play (RTP). As both the RTP and the KAO reviews asked similar questions regarding working methods and partnerships, doing these reviews in parallel open up for valuable sharing of information/findings between teams. Zambia was selected due to Zambia's extensive network of organisations using the KAO methods.

The time period to be reviewed is 2001-2006.

The review should focus – but not necessarily be limited to the following issues and questions:

(b) KAO objectives and strategies

1. What does KAO try to achieve as a global network in general and in Zambia/Tanzania in particular?
2. Are the objectives clear, consistent and in line with principles for Norwegian support to civil society organizations?
3. To what extent are the objectives understood and supported by partners in the network?
4. What strategies are KAO using for achieving its objectives? To what extent are they innovative, cost-effective and effective in reaching the objectives?
5. To what extent are the strategies supporting long-term sustainable development of national organizations and programmes?

(b) Programmes and implementation

1. What are the major programmes and activities supported by KAO?
2. How much financial resources have been mobilized?
3. What are the criteria for selecting partners and projects?

4. Do the criteria support the selection of committed partners with an understanding of the link between sports and HIV/AIDS and the need for quality innovative programming?
5. What resource materials have KAO produced? What is the quality of the material? How is the link between sports and HIV/AIDS presented and explained in the material?

(c) Partnerships and organization

1. How is KAO understood and organized as a network organization?
2. What is the added value of KAO as compared to other organizations and networks?
3. What is the role of NIF as a Secretariat in the network?
4. Are transparent, effective and efficient systems in place for decision-making, communication, planning and reporting?
5. How is KAO present, perceived and operative in Zambia as a network organization?
6. To what extent is KAO well linked with national authorities, other relevant local organizations, donors, etc. in Zambia/Tanzania?
7. How does KAO collaborate with AIDS networks/NGOs in Zambia and Tanzania (referral, competence, training etc)?
8. To what extent has KAO in Norway, Zambia and Tanzania relevant and sufficient capacity and expertise (particularly AIDS expertise)?

(d) Achievements and results

1. Are the expected results clearly defined with targets, indicators, etc.?
2. Are systems in place and used for monitoring progress and evaluating performance?
3. What are KAO's achievements and results in:
 - (a) International advocacy
 - (b) Building and strengthening sustainable local organizations and alliances
 - (c) Fund raising
4. What is the evidence for short- and long-term changes in:
 - (a) Improved knowledge about and attitude towards HIV/AIDS among children and youth (e.g. access/use of condoms, attitudes to sex, ability to negotiate sex)
 - (b) Inclusion and attitudes based on gender, HIV status, disability, etc.
 - (c) Gender equality (Rules and actions to prevent abuse of women/children? Who participates in the activities in the field? Are there drop outs? Are the girls stimulated to participate? How do the girls experience the sports arena? Are women/girls equally involved in decision-making processes?)
 - (d) Improved collaboration with other organizations and health services

Reporting

- Expected result is paper with key findings before the International AIDS Conference in Toronto.
- Draft report presented 1 September 2006 and finalized two weeks after receiving comments to the draft report.
- Presentation of the results at a Norad seminar on sports and AIDS

Assessment approach

The review of KAO in Tanzania will take place in parallel with the organisational review of RTP while the review in Zambia will take place one month later.

The assessment will focus on both qualitative and quantitative issues. Team leader is to further develop the methodology.

Team composition

1. A team leader with experience from reviews/evaluations (external)
2. A consultant specialised in sports (external)
3. AIDS adviser (internal)

Timetable

- 1) Desk review (1 week)
- 2) Fieldwork in to phases
 - Tanzania in parallel with the RTP review (18-26 May)
 - Zambia (KAO) (2nd week of June)
- 3) Reporting
 - Expected result is a paper with key findings before the International AIDS Conference in Toronto. Draft report to be submitted 1 September 2006.
 - Final report finalised one week after receiving comments
 - Presentation of the results at a Norad seminar on sports and AIDS

Background documents:

- <http://www.kickingaidsout.net/>
- Football for All-Vietnam. Assessment for The Football Association of Norway
- BD NIF 2006
- Yearly reports NIF
- Assessment Projects in Sport in the Development Process, Sport in Action, Zambia, May 2004
- Assessment Projects in Sport in the Development Process, KAO, Zambia, May 2004
- Assessment Projects in Sport in the Development Process, Edusport Foundation, Zambia, May 2004
- Reports EMIMA

Annex 2: People Met

Zambia

Annie Namukanga, Edusport
Annie Sampa-Kamwendo, Project Officer Child Protection, UNICEF
Bevine Mwene Sangulube, Director, Edusport Foundation
Brig. Gen. J.N. Musonda, General Secretary, Football Association of Zambia
Burma Primary School – staff and children
Bwalya Mwamba, Country Chair, Edusport
Carol Mwaba, KAO Youth Ambassador
Chulu Cecilia, Right to Play
Clement Chilese, Executive Director, Sports in Action
Col Musonda, Football Association of Zambia
D. Mpheneka, Director, National Sports Council
Dr. Julius Sakala, Board Chairman, National Sports Council
Edgar Musonda, Score
Eva Mwariri, UNAIDS
Fidel Bonda, Football Association of Zambia
Florence F. Phiri, National Director, SOS Children's Village of Zambia
Florence Muila, Edusport Foundation
Fountain of Hope Street Kids Centre – staff and children
Frank Muchindu, Training Manager, Sport in Action
Franchesca Kabaso, Sport in Action
George Syakutela, Outreach Manager, Edusport
Gregory Shikombelo, Edusport Foundation
Hazel Ndubakwenda, SOS Children Village
Highness Saili, Sport for All
Ingeborg Borgen Takle, Score
Justin Mukombo, Sport in Action
Kizito Chilese, Sport in Action
Lyson Zulu, Edusport Foundation
Mathilda Mwaba, Chairperson, Kicking AIDS Out
Mr. Nakachinda, Director of Sport, Ministry of Sports
Paul Simengwa, Edusport Foundation
Phoebe Silabo, National Sports Council
Staffson Phiri, Sport in Action
Dorothy V. Hamuwele, Programme Officer HIV/AIDS Education, Norwegian Embassy
Moosho Imakando, Programme Officer Environment, Norwegian Embassy
Evah Mwariri-Mugo, UNAIDS
Miriam Moyo, President, National Olympic Committee of Zambia
Mr. Sanga, Treasurer, National Olympic Committee of Zambia

Mandewa Sports for All Association

Collins Mtange, Vice Chairperson

Iddo Chhulu, Secretary

Micheal Banda, Board Member

John Lungu, Board Member

Georgina Mawanda, Treasurer

Brain Chikutwe, Board Member

Carmen Teichgraber, Right to Play

Norway

Bjørn Omar Evju, Norwegian Confederation of Sports

Anne Skjelmerud, NORAD

Monica Djupvik, NORAD

Anders Krystad, Norwegian Football Association

Decius Chipande, Score

Annex 3: References

- Anne Birgitte Leseth, Culture of Movement, Walkers, Workers and Fitness Performers in Dar es Salaam, Norwegian University of Sport and Physical Education, 2004.
- Anne Kristine Solnes, Minutes from KAO meeting in London 12-13 September 2005.
- Anne Skjelmerud, Kort rapport fra den XV internasjonale Aids konferanse in Bangkok juli 2004.
- Anne Skjelmerud, Rapport fra deltakelse i workshop for Kicking Aids Out in Nairobi, 14-17 november, 2001.
- Anne Skjelmerud et. al., Feasibility Study on sports and HIV/AIDS, Norwegian Confederation of Sports, 2003.
- Cyprian Maro, et. al. , An Abstract. Using sport to promote AIDS education for at risk youth. An approach using peer coaches in football, 2006.
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- Hans Hognestad (2005), Football is survival here. Rapport fra en pilotundersøkelse i Zambia om erfaringer fra Norway Cup, Senter for oppdragsforskning, Norges Idrettshøgskole.
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- Kicking Aids Out, Report from Seminar in Oslo 5th-6th August 2002
- Kicking Aids Out, Using Sports as a tool in the fight against HIV/AIDS (undated).
- Kicking Aids Out. Through Movement Games and Sports Activities (undated).
- Norges Idrettsforbund. Strategi plan for internasjonal utviklingssamarbeid 2004-2007.
- Norwegian Confederation of Sports, Country Reports 2003, 2004 and 2005
- Norwegian Confederation of Sports, Multi-Year Plan for Grant Recipients 2004-2006
- Norwegian Ministry of Foreign Affairs, Strategy for Norway's culture and sports co-operation with countries in the South.
- Pelle Kvalsund et. al., Assessment Projects in Sport in the Development Process, Edusport, May 2004
- Pelle Kvalsund, Projects in Sport in the Development Process, The Kicking Aids Out Network, May 2004.
- The Football Association of Norway, Football and International Development Work, Oslo 2004.
- The Norwegian Olympic Committee and Confederation of Sports, Facilitator Resource Manual, 2004.

Annex 4: Self Assessment of KAO in Zambia

QUESTIONS	0	1	2	3	4	5
1. Are the objectives for the KAO network clear and consistent?		3	1	3	2	
2. Are the objectives understood and supported by the members?		2	2	5		
3. Are the KAO strategies innovative?				2	3	4
4. Are the KAO strategies cost-effective?				2	7	
5. Does NIF support contribute to sustainable national organizations?	1	1		2	4	1
6. What is the quality of the material produced		1		1	3	4
7. What is the quality of the Level 1 and Level 2 training?				3	4	1
8. Are the organizations well linked with national HIV/AIDS organizations?		2		3	3	1
9. Do the organizations working well together?		3	3	3		
10. Do the organizations work well with their donors?	1		1	2	5	
11. Are systems in place for M&E?	2	1	3	1	1	1
12. Has the Alliance increased the awareness about HIV/AIDS?	1	1		1	5	
13. Has the Alliance increased the awareness about sport as a tool for fighting HIV/AIDS?	1				4	3
Has the organizations contributed to:						
14. Inclusion of HIV positive			1	3	3	2
15. Inclusion of the disabled	2	1	1	1	3	1
16. Mobilized more funds locally	1	3	2	1	2	0
17. Reduced stigma	1			3	4	1
18. Increased participation of girls				1	4	4
19. Stimulated actively stronger involvement of girls?				1	4	4
20. Reached equal participation of boys and girls?		1	1	4	2	
21. Improved knowledge about HIV/AIDS					7	1
22. Improved knowledge about prevention				1	7	1
23. Changed sexual behavior			1	5	2	

Number of respondents: 9 – leaders from EduSport, Sport in Action, SCORE and Right to Play and the KAO Alliance.

Brief review of Kicking AIDS Out

Visit to **EMIMA**,
Tanzania, 22 -25 May 2006



Peer coaches outside EMIMA's main office. Photo: Monica Djupvik, Norad

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Acronyms

AIDS	Acquired immune deficiency syndrome
CGC	Commonwealth Games Canada
CHRISC	Christian Sports Contact (Kristen Idrettskontakt)
EMIMA Salaam)	Elimu, Michezo na Mazoezi (Education, Sport, and Physical Activity, Dar es
FC	Football Club
HESO	Centre for Health and Social Development
HIV	Human immunodeficiency virus
IGA	Income Generating Activity
KAO	Kicking AIDS Out
LSE	Life Skills Education
M&E	Monitoring and Evaluation
MoU	Memorandum of Understanding
NFF	Norwegian Football Association
NGO	Non Governmental Organisation
NIF	Norwegian Olympic Committee and Confederation of Sports (Norges
Idrettsforbund)	
NIH	Norwegian School of Sports Sciences
NORAD	Norwegian Agency for Development Cooperation
NPA	Norwegian People's Aid
NSC	National Sports Council
PLHA	People living with HIV and AIDS
RTP	Right to Play
TACAIDS	Tanzania Commission for AIDS
ToR	Terms of Reference
UNAIDS	The Joint United Nations Programme on HIV/AIDS
UNICEF	United Nations Children's Fund

Background and Introduction

Kicking AIDS Out (KAO) promotes the use of sport as a tool for development. Sports and physical activities are used to build awareness about HIV and AIDS through educational games and activities which encourage peers to discuss issues that affect their lives and their communities. Programmes implemented by member organisations integrate sport skills and life skills through movement games, role plays, drama and other cultural and recreational activities.

Norwegian Olympic Committee and Confederation of Sports (NIF) has since 2001 received support from Norad to maintain the KAO secretariat. Norad assesses members of KAO as competent and central actors in development work using sport as a tool for development.

This report is part of a review assessing KAO as a global network and as a way of integrating HIV and sports, particularly focusing on Zambia and Tanzania as case countries, with the main emphasis on the work of the partners in Zambia. Tanzania was selected to be combined with the organisational review of Right to Play (RTP).

As the main focus for the KAO review is on Zambia, this brief review should be seen as an addendum to Stein Erik Kruse's report from Zambia titled: "Review of Kicking AIDS Out. Is Sport an Effective Tool in the Fight Against HIV/AIDS".

Geographic location

Tanzania's official name is United Republic of Tanzania. In 2005 the estimated population was 36,766,000. Tanzania covers 364,898 sq mi (945,087 sq km) and is located in East Africa. The country was formed in 1964 by the union of the republics of Tanganyika and Zanzibar.

Short on the HIV situation in Tanzania

In Dar es Salaam, the major urban area in Tanzania, HIV prevalence among antenatal clinic attendees tested increased from 4 percent in 1986 to 15 percent in 1999. In 2002, HIV prevalence among attending ANC clinics in Dar es Salaam was 11.5 percent. In 2002, the median HIV prevalence at 24 antenatal care clinics in 6 regions was 8.1 percent. The highest prevalence was reported in Mbeya region (median 17.2 percent) followed by Dar es Salaam.

Number of people living with HIV	1 400 000 [1 300 000 – 1 600 000]
Adults aged 15 to 49 HIV prevalence rate	6.5 [5.8 – 7.2]%
Adults aged 15 and up living with HIV	1 300 000 [1 200 000 – 1 400 000]
Women aged 15 and up living with HIV	710 000 [640 000 – 780 000]
Deaths due to AIDS	140 000 [110 000 – 180 000]

GENERALISED EPIDEMICS

Children aged 0 to 14 living with HIV	110 000 [43 000 – 210 000]
Orphans aged 0 to 17 due to AIDS	1 100 000 [910 000 – 1 200 000]

Source: http://www.unaids.org/en/Regions_Countries/Countries/tanzania.asp (2006)

Background EMIMA

EMIMA stands for Elimu, Michezo na Mazoezi which means Education, Sport, and Physical Activity. EMIMA was founded in 2001 as a small non-governmental, non-political and non-

profit youth organization under the leadership of Cyprian Maro. Mr. Maro has lived in Norway for several years (He has a Masters in Sports Psychology from 1997), studying at the Norwegian School for Sport Science (NIH).

In 2002 EMIMA started a boy's football team with 25 players and a girl's football team with 32 players. At present, more than 2000 youths in the age range 9-25 years participate in EMIMA's programmes. KAO is one of nine projects in EMIMA and will be the focus for this review.

EMIMA's mission is to promote sport participation among youths and using sport and physical activity to enhance youth development, build community capacity and educate about the HIV and AIDS epidemic. They provide sport experiences to young people living in low-income communities. The locations for their centres are selected in collaboration with the government, community leaders and partners. Their typical play ground is found in the backyard of a local school. The place is open and has space for different activities to take place at the same time. These are football, traditional dance, songs, drama, poems and art and craft.



Kicking AIDS Out Activities at Buguruni centre. Monica Djupvik, Norad

At the time of the visit in May 2006, EMIMA was based in 6 locations in Dar es Salaam. Their centers are called Buguruni, Vinungutu, Vihata, Mtoni, Makuburi and Mivinjeni. The girls, boys, peer coaches and players usually train and meet at these centers. EMIMA plans to expand by 2 centres in Dar in 2006 and to establish two centres out of Dar in 2007, and to reach a total of 10 000 children by 2015. They are also discussing the possibilities of opening a Sports Academy.

EMIMA's vision is a Tanzanian society in which every youth enjoys a right and opportunity to play. *"Empower the youth, they are the leaders of tomorrow"*. Oliver Katandalila, Acting Director, EMIMA

The main donor for EMIMA is Norwegian People's Aid (NPA). EMIMA cooperates with NIF through the KAO network and get funded for specific activities linked to KAO.

Methodology: Document review and country visit

As both the RTP and the KAO review asked similar questions regarding working methods and partnerships, the idea was to share information/findings between teams. However, it proved difficult to have a proper overlap, mostly due to time constraints. This report only refers to the RTP review under the section on partnerships.

This brief KAO review was carried out by an adviser from Norad, and started with a review of relevant programme documents, reports and literature. Interviews were carried out with key stakeholders in Oslo like NIF, the Norwegian Football Federation (NFF) and the founder of EMIMA, Mr. Cyprian Maro. In addition, two seminars were attended to discuss sports and development, one organized by NIF and the other organized by the Norwegian Development Network. During a 6 days visit to Dar Es Salaam, the first 2 days (19-20 May) were spent on RTP staff and programmes, and the remaining 4 days (22-25 May) with EMIMA and its partners/stakeholders.

Most of the meetings were organised by EMIMA, based on their list of partners and suggestions by Norad. The programme consisted of observation of KAO activities, interviews and conversations with peer coaches, centre leaders and children as well as other stakeholders, both as interviews with individuals and through informal group discussions. This included meetings with EMIMA staff and visit to three centres, namely Buguruni, Vihata and Mtoni. Additional meetings were set up with UNICEF, Norwegian People's Aid (NPA), National Sports Council (NSC), Ministry of Sports, RTP, Christian Sports Contact (CHRISC/KRIK), Tanzania Commission for AIDS (TACAIDS), UNAIDS, and the Norwegian Embassy (See annex 2 for people met).

Limitations

This review was brief, and systematic data collection was not possible. The review thus emphasizes impressions and descriptions of what the reviewer heard and observed, especially through the interaction with the volunteers and members. Language constraints meant that EMIMA staff assisted as translators, which may in some cases have restricted the openness of the peer coaches, centre leaders and children. As EMIMA staff had arranged the visits to the centres, no surprise visits were possible, which could otherwise have been useful.

Time was again a limiting factor at the centre visits. Since the activities during the week always takes place in the afternoon, there was not much time to meet the participants before it got dark.

EMIMA Activities, and target groups

Activities

One of EMIMA's main activities is to deliver HIV and AIDS and life skill messages through lifeskills games, role plays, poems, traditional dances and choir singing. The following three centres were visited:

Vihata centre is one of the new centres. They carry out HIV/AIDS songs, movement games and role plays. Drums are often used to attract people. During the visit to the centre, it was observed how music and dancing attracted people passing by (including the Msungu). At

most, there were about 100 people attending the singing and drama session during the visit to the centre. A group of young men song a hip hop version of the EMIMA song and a role-play on testing carried the message; *“Don’t have sex before you have taken a HIV test”*. A young girl spoke about condoms and sugar daddies. The idea behind these “bonanzas”, normally taking place on Sundays, is to give the audience new knowledge to discuss with their families.

Mtoni centre is EMIMA’s oldest centre, started in 2001 with 25 players, today there are four boys teams with around 150 players. The centre has one team under 9 years, one under 14, one under 16 and one under 20 years of age. All the four teams train every day at the centre. In addition to football, the centre has an art workshop. The girls that used to join the centre moved out to join “Lady Sports” at a nearby centre. Mtoni is now trying to recruit other girls to join the centre.

Buguruni centre is located at Ilala district near Tazara railway station. The Buguruni centre has after school activities and the children participating in the program are mainly out of school children. At present the centre has around 100 children. When it started in 2001 the centre had 20 children. At the end of 2006 they expect to have more than 200 children. At Buguruni, movement games, theater, dancing and art was observed.



Life skills game at Vihata centre. Photo: Monica Djupvik, Norad

Target group and inclusion

EMIMA’s main target group are children and youth, boys as well as girls in the age 9-25 years. However, as in Zambia there are still more boys than girls participating in the programs (did not get the percentage from the organisation).

EMIMA encourages children to play together. They are open to everyone regardless of physical abilities. However, observing the activities at the centres no children were seen with visible disabilities. However, the organisation is quite clear on that everyone that wants to participate can join the teams. This also includes HIV positive children. However, none of the children participating had openly expressed that they were HIV positive.

EMIMA has developed contracts that all the children/youth has to sign in order to participate in the activities. This contract specifies the rules and regulations. If someone breaks the rules by fighting, throwing bad jokes or insults, they can be suspended from the centre.

HIV Messages

What and how EMIMA teaches the children about HIV and AIDS depend on the children's age. When they are between 15 and 20 EMIMA gives information about how they can protect themselves, including information about the use of condoms and where to get them. For those below the age of 18, abstinence is emphasized using the message; *"No sex until marriage"*. Children under 15 are mainly taught life skills (such as personal hygiene, health issues, human rights etc.) and sports. EMIMA is aware that many of the children are sexually active long before they are 18, but to avoid that their parents take them out of the programs they have to be careful with what messages they give. However, they include "sugar daddy" games and discuss rape and abuse with the children before they are 15.

EMIMA gets updated HIV and AIDS information from TACAIDS and other organizations that work with HIV in Tanzania. In addition, EMIMA also shares information and resources with KAO-partners in Zambia and Kenya, in particular when they attend seminars and meetings together.



HIV and AIDS song at Vihata centre. Photo: Monica Djupvik, Norad

Organisation

Finances

In 2001 Cyprian Maro, the founder/Director of EMIMA, got support from NIF to start EMIMA. NPA started supporting EMIMA in 2002 and is today EMIMA's main donor. EMIMA's annual budget from NPA is of 48 500 000Tzh (approx 240 000 NOK). If something special comes up, they can request NPA for additional resources.

EMIMA is audited every financial year. It is a demand from not only the donors, but also the authorities in Tanzania that accounts to be audited every financial year by authorized auditors. All the accounts are audited separately according to the funds received for the budget

approved from the partner. Then there is one combined audit report that compiles all of them together.

In EMIMA they have a procedure which prefers staff working in respective departments to give information about their work. Thus, since the person responsible for the accounts was doing her exams during the visit in May, nobody else seemed able to give information about the financial matters of EMIMA.

Sustainability and scaling up

To become more self reliant, EMIMA is planning to do fundraising and Income Generating Activities (IGAs). The plan is to do some small IGAs including selling drinks and phone cards before/during activities. In addition EMIMA is planning to prepare some proposals to local leaders, organise a marathon and introduce an EMIMA sports academy where people will need to contribute to participate. In the sports academy, EMIMA will seek to develop football talents, which is potentially big business.

On the question of sustainability and what if all donors pull out, the acting director responded that they would still be able to carry out their activities as most of them do not cost anything (e.g. paper balls, songs, role plays, movement games etc.).

However, EMIMA sees accessing more funding as their main challenge for scaling up.

Leadership and organisation:

Cyprian Maro is the founder and Director, even if he has only lived part of the time in Tanzania since EMIMA started. There is also a Board for EMIMA. Oliver Katandalila is the Acting Director, but it seems like Cyprian Maro to a large degree controls the office from Oslo. Informants outside the main office indicated this arrangement may not be optimal.

Partners and collaboration

On its website, EMIMA lists 17 Norwegian and international partners (see www.emima.org).

Norwegian partners

NPA

The NPA is very impressed with EMIMA and their programs and EMIMA links up well with other programs that NPA are running. Thus, NPA often makes use of the resources that EMIMA can offer. EMIMA and NPA are for example working together on the East African Cup (<http://www.eacup.org/>). In 2006, 800-1000 children participated in the East African Cup from Kenya, Uganda, Tanzania, Norway and Sudan. This year EMIMA was in charge of accommodation and food for the event.

NPA also collaborates with “Fredskorpset”. Two coaches from Lyn were placed in EMIMA for a year. The impression given is that this was not a successful cooperation, as the coach was not well integrated in the work of EMIMA. The two sides (the coach and EMIMA) gave quite different explanations as to why this has not worked out well..

NIF

The Acting Director is the contact person between NIF and EMIMA. The communication with NIF takes place through mail, meetings (one in Tazania) and seminars. EMIMA finds the

communication with NIF good and timely. However, they would have liked more visits from NIF. EMIMA also thinks that moving the KAO secretariat to the south would make it easier and cheaper with transfer of materials to the various KAO organizations.

In addition to KAO, EMIMA also cooperates with NIF on sending teams from EMIMA to Norway Cup. In 2006, EMIMA is planning to send one of their girls team to Norway.

EMIMA and Right to Play

RTP and EMIMA started collaborating in January 2003 and entered a contract in November 2004. RTP agreed to cover the salary of EMIMA's Acting Director, and to sponsor Play Days. Even if both organisations use sport as a development tool the two organisations work very differently.

Due to different working methods and misunderstandings a difficult relationship developed between the two organisations and it ended with a break of contract in 2005.

2006 EMIMA and RTP solved the misunderstandings and are once again working very closely together¹.

Local partners

EMIMA cooperates with several local partners, through information sharing, meetings and seminars. EMIMA lists Omati, The National HIV/AIDS and youth campaign (ISHI), FEMINA-HIP, TACAIDS, Tanzania Youth Alliance (TAYOA), National Sports Council, Tanzania Football Association as such partners. The National Sports Council plans to set up a consortium of organisations working with sport as a development tool. EMIMA is involved in this work.

The general school syllabus in Tanzania lack sports and the teachers are therefore not trained in sports skills. However, sports will most likely be included in the syllabus for 2007. EMIMA gives input to the development of this curriculum.

EMIMA also tries to work with health centres and organisations of people living with HIV and AIDS (PLHAs). Doctors and PLHAs are often invited to seminars to share experiences and discuss HIV. A year ago EMIMA assisted cleaning the local health facility, but this year they have not had the time, and no such activity is planned for this year.

Findings and observations

What do the children/youth learn during the KAO activities?

Asking some of the children what the most important thing they have learned in EMIMA, some of their responses are indicated below:

- *The most important thing I have learnt is to be polite and show respect for others. About AIDS, that you should avoid sex when you are young.* Young man, 16 years, Mtoni
- *Most important thing I have learnt is to live in harmony with fellow friend.* Boy, 14 years, Mtoni

¹ For more information on RTP in Tanzania, see:

http://www.norad.no/default.asp?MARK_SEARCH=YES&SEARCH_ID=55555&V_ITEM_ID=5371

- *Most important thing the centre does is changing the behaviour of the youth. Many of the youth that previously belonged to gangs are now at the centre instead.* Young man, 20 years, Mtoni
- *Most important thing I have learnt is football.* Boy, 9 years, Mtoni

Something that did not come out of the interviews, but was clearly observed, was the self confidence that many of the young peer coaches had. During the review, a young woman made a particular impression. She had previously been a prostitute and was now in charge of her own team, was very outspoken and confident in what she wanted to achieve in the future and what EMIMA had done for her.

Girls and Gender balance

EMIMA is male dominated. Most of the centres have more boys than girls, there are more - male than female peer coaches and all the centre leaders are at present men.

Asking some of the girl players and female peer coaches if they have experienced any difference between men and women at the centres, they responded that they do all the activities together. None came up with particular problems facing them as girls/women, except occasional teasing.

EMIMA also has a system of female matrons to balance the male leadership and give the children a woman that they can talk to if necessary.

As in Edusport and Sports in Action in Zambia, EMIMA uses rewards as a means to get more girls to the centres. At Vihata the children explained that they can get a paper ball and/or a biscuits if they are successful in bringing girls to the centres. It may also be important to note that football does not necessarily reach all. Thus, a combination of several activities may increase the gender balance and reach more youth.

Why people come to the centre?

At Vihata a bigger group of the villagers were asked why they come to the centre. They responded that they come to the centre to use the facilities provided, play sports and avoid the street. One of the parents explained that he sent his children to the centre since he was convinced that the activities ensured that the children stayed away from drinking and drug abuse. In addition they avoid contracting HIV and learn good sport skills.

In conversation with the KAO facilitators and the peer coaches they were asked why they are doing this work. In response, their most common answers were that they get acceptance and respect from the community. Parents believe in them to bring their children to the centre. Some also indicated that they manage to change the children's behaviour, particularly with regards to drugs, drinking and smoking. They also do this work because it gives them and the children an activity to do. EMIMA gives them the opportunity to travel with the team, widen the horizon, and meet other youth. A few also brought up the importance of HIV and AIDS as one of the reasons why they were doing this work.

Knowledge/behaviour change/attitudes?

In conversation with one of the senior coaches his main achievement was that he himself had learned a lot. This was a very common statement in discussions with the peer coaches as well. However, another point brought up by almost all the peer coaches was the respect parents and community showed them because of the job they were doing.

- *That someone believes in you and gives you the important job of being a peer coach is good for your own self esteem and future accomplishment.* Peer coach, 18 years, Buguruni

Many of the facilitators and the peer coaches had seen changes in the children since they started coming to the centres. There is less roaming around. Many admitted that they used to have bad behaviour before they joined EMIMA.

The peer coaches and facilitators see the importance of more information/education about AIDS in the programs. They say that the children at the centres need to know more and they show clearly that they want to learn more.

Many of the peer coaches find it challenging to talk about sex. The children/youth know about sex through TV and other media, but they may still not be well informed about risks related to sex. It is difficult to get them to discuss it seriously. Many of the youth are already sexually active.

Relationship AIDS and sport partners

- *EMIMA's major strength is their good relationship with local partners and their opportunity in the area of sport as a development tool.* Key informant

After discussions with UNICEF, UNAIDS, the Ministry of Sport, the National Sports Council and TACAIDS it is quite clear that the AIDS world and the Sports world sees the benefits of each other, but that the link is still very weak. At present there are several partners involved using sports as a development tool, but they are not all aware of each other, and they seem unable to get synergies from working together. The “sport constituencies” and the “AIDS constituencies” have their own networks and “cultures”. The National Sports Council plans to invite the Executive Director of TACAIDS when the new board of the National Sports Council is in place to see how they can work better together. A better collaboration may also give organizations like EMIMA access to some of the funding available for AIDS organizations in Tanzania.

Concluding discussion and Recommendations

How successful is the combination of sports and HIV issues in the work of EMIMA?

When interviewing staff, coaches, children and partners about the effect of EMIMA, several stories comes up about how EMIMA has impacted positively on children and youth, similar to what is observed by Mr. Kruse in the Zambia review.

Some informants felt there was a conflict between sport and AIDS at the centres. The effort to get to play in the league comes before teaching about AIDS. It is also evident that some of the coaches have quite strong ambitions and find it challenging to get the children to work hard and learn all the sport skills. Some also find lack of equipment leading to failure to deliver good results.

Mr. Kruse mentions in his report that KAO partners have increased awareness about Sport as a Development tool among local partner in Zambia, this also seems to be the case when talking to EMIMA's partners in Tanzania.

In EMIMA, as in Zambia, the lack of a systematic M&E system makes it difficult to demonstrate the impact of their programmes on individuals and communities. EMIMA themselves refers to their monthly reports and the research done by Cyprian Maro² for positive results showing impact of their activities. Each centre produces monthly activity reports and submits an annual report at the end of the year. In addition the main office has monthly supervision visits. They are quite confident that they have accomplished great success because the children learn a lot of skills through sports. However, looking at the monthly reports they are activity based and does only give a picture of the activities and how many participated in the activities. It is difficult to measure impact from these data.

The informants all agree that EMIMA's work gets the children away from the street, with problems related to drug abuse and prostitution. But to what extent are the HIV and AIDS messages understood and internalized? And is it the information they get from EMIMA that is most important or the information they get from TV, magazines, pamphlets and for those that attend school, social lessons?

In conclusion the key findings and observations of this review very much coincides with the observations of Mr. Kruse in the Zambia report: "Kicking AIDS Out by combining sport activities with HIV interventions is a new, innovative and promising approach in the fight against HIV/AIDS" (Kruse 2006: Chapter 4, p. 37).

Concluding reflections:

- EMIMA may need better ongoing tools to assess how the organization and activities influence attitudes and actual behaviour among staff, peer coaches and members
- At the moment there is no good link between the organizations and agencies working with AIDS and with Sports in Tanzania. The new consortium of sport organizations using sport as a development tool might be a good start, and EMIMA should be proactive in relation to the HIV issues
- Financial accountability and transparency are very important in order to build trust and sustainable structures. As the team heard rumours saying that funds were not spent in a transparent way, it may be important for the organization to discuss how they can build systems that increases the trust among stakeholders and members.
- EMIMA may need to address leadership issues in the office. This may improve the working condition in the organization and enable them to better react to local opportunities and challenges

² Doing his PhD in Sports Psychology on the topic; Using sport to promote AIDS education and active lifestyle for at risk youths: An intervention using peer coaches in football

Annex 1- TOR

Review of Kicking AIDS Out (KAO)

Background and project description:

- Kicking AIDS Out is an approach combining sports activities with HIV interventions
- Kicking AIDS Out is a network of sport organisations

Kicking AIDS Out (KAO) promotes the use of sport as a tool for development. Sports and physical activities are used to build awareness about HIV and AIDS through educational games and activities which encourage peers to discuss issues that affect their lives and their communities. Programmes implemented by member organisations integrate sport skills and life skills through movement games, role plays, drama and other cultural and recreational activities. Central to success and sustainability is capacity building. KAO develops programs to train coaches, trainers and leaders, building capacity at the individual, organizational and community level.

The network shares information and best practices, promotes policy development, and supports local projects. It provides a forum for exchange between organisations from different countries and continents – as equal partners – with different contributions

KAO's development goals:

- Include HIV/AIDS components in all sports activities
- Ensure ownership within national sport structures to make the work more sustainable
- Maintain an active secretariat supporting the activities and initiatives of the partners and controls the quality of the work that the network does.
- Mobilize resources and give financial support to local initiatives in line with the KAO concept.

KAO is a component and a concept in all the programs that the Norwegian Olympic Committee and Confederation of Sports (NIF) is supporting in the south. The network's secretariat is based in NIF. KAO was an initiative of the Edusport Foundation (a Zambian Sports NGO) adopted for support by Norad (the Norwegian Agency for Development Cooperation) in 2001 and has developed into an international network of organizations from the UK, Canada, Kenya, Namibia, South Africa, Tanzania, Zambia, Zimbabwe, Mali and Vietnam.

NIF has since 2001 received support from Norad to maintain the KAO secretariat. Norad assesses members of KAO as competent and central actors in development work using sport as a tool for development. However, since Norway will promote AIDS and sports during the international AIDS conference in Toronto and no external assessment has taken place there is need for a review documenting to which extent KAO has been an effective instrument in linking sports with the fight against HIV and AIDS.

The work will be assessing KAO as a global network focusing on Zambia and Tanzania as case countries. However, due to time and resource constraints, the review in Tanzania will only give an overview of the situation while the review in Zambia will give more details. Therefore, the main report will mainly be based on findings from the field visit to Zambia, but with input from the field visit to Tanzania.

Tanzania was selected due to the wish of doing a parallel assessment with the organisational review of Right to Play (RTP). As both the RTP and the KAO reviews asked similar questions, doing these reviews in parallel open up for valuable sharing of information/findings between teams. Zambia was selected due to Zambia's extensive network of organisations using the KAO methods.

The time period for review is 2001-2006.

Purpose

The purpose of the review is to assess to what extent KAO has been an effective instrument in linking sports with the fight against HIV/AIDS. If required, the review should also recommend changes and modifications in objectives, strategies and working methods for KAO.

The work will be assessing KAO as a global network focusing on Zambia (in depth) and Tanzania (overview) as case countries. The review should focus – but not necessarily be limited to the following issues and questions:

a. KAO objectives and strategies

1. What does KAO try to achieve as a global network in general and in Zambia/Tanzania in particular?
2. Are the objectives clear, consistent and in line with principles for Norwegian support to civil society organizations?
3. To what extent are the objectives understood and supported by partners in the network?
4. What strategies are KAO using for achieving its objectives? To what extent are they innovative, cost-effective and effective in reaching the objectives?
5. To what extent are the strategies supporting long-term sustainable development of national organizations and programmes?

b. Programmes and implementation

1. What are the major programmes and activities supported by KAO?
2. How much financial resources have been mobilized?
3. What are the criteria for selecting partners and projects?
4. Do the criteria support the selection of committed partners with an understanding of the link between sports and HIV/AIDS and the need for quality innovative programming?
5. What resource materials have KAO produced? What is the quality of the material? How is the link between sports and HIV/AIDS presented and explained in the material?

c. Partnerships and organization

1. How is KAO understood and organized as a network organization?
2. What is the added value of KAO as compared to other organizations and networks?
3. What is the role of NIF as a Secretariat in the network?
4. Are transparent, effective and efficient systems in place for decision-making, communication, planning and reporting?
5. How is KAO present, perceived and operative in Zambia as a network organization?
6. To what extent is KAO well linked with national authorities, other relevant local organizations, donors, etc. in Zambia/Tanzania?
7. How does KAO collaborate with AIDS networks/NGOs in Zambia and Tanzania (referral, competence, training etc)?
8. To what extent has KAO in Norway, Zambia and Tanzania relevant and sufficient capacity and expertise (particularly AIDS expertise)?

d. Achievements and results

1. Are the expected results clearly defined with targets, indicators, etc.?
2. Are systems in place and used for monitoring progress and evaluating performance?
3. What are KAO's achievements and results in:
 - a. International advocacy
 - b. Building and strengthening sustainable local organizations and alliances
 - c. Fund raising
4. What are the evidence for short- and long-term changes in:
 - a. Improved knowledge about and attitude towards HIV/AIDS among children and youth (e.g. access/use of condoms, attitudes to sex, ability to negotiate sex)
 - b. Inclusion and attitudes based on gender, HIV status, disability, etc.
 - c. Gender equality (Rules and actions to prevent abuse of women/children? Who participates in the activities in the field? Are there drop outs? Are the girls stimulated to participate? How do the girls experience the sports arena?)
 - d. Improved collaboration with other organizations and health services

Reporting

- Expected result is paper with key findings before the International AIDS Conference in Toronto.
- Draft report presented 1 September 2006 and finalized one week after receiving comments to the draft report.
- Presentation of the results at a Norad seminar on sports and AIDS

Assessment approach

The review of KAO in Tanzania will take place in parallel with the organisational review of RTP while the review in Zambia will take place one month later.

The assessment will focus on both qualitative and quantitative issues. Team leader is to further develop the methodology.

Team composition

1. A team leader with experience from reviews/evaluations (external)
2. A consultant specialised in sports (external)
3. AIDS adviser (internal)

Timetable

- 1) Desk review (1 week)
- 2) Fieldwork in to phases
 - Tanzania in parallel with the RTP review (18-26 May)
 - Zambia (KAO) (2nd week of June)
- 3) Reporting
 - Expected result is a paper with key findings before the International AIDS Conference in Toronto. Draft report to be submitted 1 September 2006.
 - Final report finalised one week after receiving comments
 - Presentation of the results at a Norad seminar on sports and AIDS

Background documents:

- <http://www.kickingaidsout.net/>
- Football for All-Vietnam. Assessment for The Football Association of Norway
- BD NIF 2006
- Yearly reports NIF
- Assessment Projects in Sport in the Development Process, Sport in Action, Zambia, May 2004
- Assessment Projects in Sport in the Development Process, KAO, Zambia, May 2004
- Assessment Projects in Sport in the Development Process, Edusport Foundation, Zambia, May 2004
- Reports EMIMA

Annex 2- People met

Norway:

Bjørn Omar Evju, Norwegian Confederation of Sports
Anders Krystad, Norwegian Football Association
Cyprian Maro, NIH
Jørn Maudal, Previous FKer from Lyn football club

Tanzania:

Stakeholders

Jan Baarøy, UNICEF
Halima Shariff, TACAIDS
Deogratias Egidio, TACAIDS
Wilhelmina Balyagati, TACAIDS
Kari Edvardsdal Hansen, Programme Officer, Norwegian Embassy
Bodil T. Day, Programme Officer, HIV/AIDS, Norwegian Embassy
Bernadette Olowo-Freers, UNAIDS
Jacqueline Daldin UNAIDS
Svein Olsen NPA
Mr. Leonard Thadeo, NSC
Marennoon Mawala, Seminar and workshop manager, CHRISC
Joseph Vicior, CHRISC member
Joseph A Opiyo, Chairman, CHRISC
Fredrick R Kijazi, CHRISC member
Christian Carrillo, Country Manager, RTP
Frank Macha, Principal Sports Officer (also National
Director of Special Olympics Tanzania), Ministry of Information, Culture and Sport

EMIMA staff and children

Oliver Katandalila, Acting Director, main office
Nicholaus Mihayo, Sport Director, main office
Leah Mmbaga, Administrative Officer, main office
Omary Mbaraka, Center leader, Buguruni
Zinduna Mgendela, KAO facilitator and chair person of peer coach committee, Buguruni
Albert Steven, Senior Coach, Buguruni
Elisabeth, 17 years, Buguruni
Vanessa, 15 years, Buguruni
Mary Seanna, 15 years, Buguruni
Centre Leader, Vihata
Centre Leader, Mtoni
Emanuel Charles, Art and drama coordinator, KAO peer leader, Mtoni
Said, 20 years, Mtoni
Sae, 14 years, Mtoni
Salomon, 16 years, Mtoni
Mustafa, 12 years, Mtoni
Suma, 9 years, Mtoni

Peer coaches/KAO facilitators

Name	Centre	Age	Years in EMIMA
Zinduna Mgendha	Buguruni	16	4
Seiph Salum	Makuburi	20	2
Emanuel Raphael	Makuburi	22	2
Buresi Uwesu	Buguruni	16	4
Rehema Chuka	Buguruni	15	4
Magan John	Mtoni	14	4
Hafidhi Mussa	Mtoni	20	5
Musa Sambala	Mivinjeni	23	2
Jubilani Nicholas	Makuburi	14	1
Yusuph Ally	Vihata	17	1
Ahmad Hassani	Vihata	16	1
Hashimu Jamali	Makuburi	16	1
Muongano Abdalla	Vihata	?	1
Sutani Sgifu	Vihata	56	1
Miraji Kaniki	Buguruni	18	?
Makini Abdalla	Kiwalani	16	4
OmariMadari	Buguruni	20	3
Ally Ngda	Makuburi	18	2
Musa Salum	Makuburi	18	2
Adam Mpunda	Kiwalani	16	1
Zuberi Ally	Kiwalani	16	4

Annex 3 References

<http://www.infoplease.com/ce6/world/A0847817.html>
<http://www.emima.org/>
http://www.unaids.org/en/Regions_Countries/Countries/tanzania.asp
<http://www.tanzania.go.tz/government/tac aids.htm>
<http://www.kickingaidsout.net/>

Review of Right to Play, A report commissioned by Norad and MFA, Siri Lange and Sigmund Haugsjå, September 2006

Review of Kicking AIDS Out. Is Sport an Effective Tool in the Fight Against HIV/AIDS? A report to Norad, October 2006. Stein –Erik Kruse, Heso

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