

Gender and HIV/AIDS Mainstreaming in Ethiopian Higher Education Institutions: The Case of St. Mary's University

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Abstract

Studies in Africa and elsewhere indicate that students of higher institutions are highly exposed to many risky sexual behaviors including substance use, sexual compulsion and unsafe sex which predispose them to STIs including HIV/AIDS, unplanned pregnancy and unsafe abortion.

The problems of Gender and HIV/AIDS need to be addressed and solved or minimized to a larger extent in order to create favorable working condition and smooth teaching and learning process. In order to fight these problems, it is essential for higher education institutions to mainstream the issue of gender and HIV into their plans, programs and activities of the institutions through designing institutional policy and establishing strong monitoring and evaluation mechanism. It is believed that mainstreaming HIV and gender will contribute the lion's share to alleviate HIV/AIDS and gender related problems that the youngsters in particular and the University Community as whole are facing currently.

Therefore, this study aims to point out the comprehensiveness, the quality and level of gender and HIV mainstreaming practice of St. Mary's University to find out its contribution to the prevention and control of the pandemic and to address gender inequality in the University and in the education sector as a whole.

The study employed a qualitative method to garner primary data. The qualitative study involved two focus group discussions (one with students and one with staff of the University) and in - depth interviews with the University officials and the surrounding community. The qualitative data was analyzed by thematic areas. In addition, documents and reports of the Gender and HIV/AIDS Prevention and Control Office (GHAPCO) were used as sources of secondary data

The result of this study implies that St. Mary's has identified and taken HIV and Gender Issues as one of strategic priority areas and incorporate it in its second five year strategic plan(2005-2009EC). Besides, the University has started mainstreaming HIV and gender into the curriculum of the selected courses from each department. This really implies that the University is committed towards mainstreaming the issue of gender and HIV that helps to implement other activities on the prevention and control of the pandemic and maintain gender equality successfully.

In conclusion, as a responsible Higher Education Institution, using the good opportunities and finding new and innovative ways, the University is being committed to mainstream gender and HIV issues in all the institution's structure to perform HIV and Sexual Reproductive Health (SRH) interventions in a better and sustainable way. Moreover, in order to overcome the challenges and to take gender and HIV issues as a core business of the institution, the University should come up with effective strategies through creating different accesses. In this regard, St. Mary's has to exert efforts to improve the quality and comprehensiveness of HIV and SRH service as well as gender sensitive and responsive programs in the University.

Acronyms

AAHAPCO	Addis Ababa HIV/AIDS Prevention and Control Office
ARC	AIDS Resource Center
BCC	Behavioral Change Communication
BSS	Behavior Surveillance Survey
CBO/CBOs	Community Based Organization/ Organizations
CC	Community Conversation
CSA	Central Statistics Authority
EDHS	Ethiopia Demographic and Health Survey
EHRC	Ethiopian Human Rights Commission
FHAPCO	Federal HIV/AIDS Prevention and Control Office
FMOE	Federal Ministry of Education
FGDs	Focus Group Discussions
GBV	Gender Based Violence
GHAPCO	Gender and HIV/AIDS Prevention and Control Office
HEIs	Higher Education Institutions
HIV/AIDS	Human Immune Deficiency Virus/Acquired Immunity Deficiency Syndrome
IEC	Information Education Communication
IGA	Income Generation Activities

NASTAD	National Alliance of States and Territory of AIDS Directorate
NGOs	Non-Governmental Organizations
RH	Reproductive Health
SISTA	Sisters Informing Sisters on Topic about AIDS
SMU	St. Mary's University
SPM	Strategic Plan Management
SRH	Sexual and Reproductive Health
STIs	Sexual Transmitted Infections
UNAIDS	Joint United Nations Program on HIV/AIDS
MARPs	Most at Risk Populations
PLHIV	People Living with HIV

1. Introduction

Studies in Africa and elsewhere indicate that students of higher institutions are highly exposed to many risky sexual behaviors including substance use, sexual compulsion and unsafe sex which predispose them to STIs including HIV/AIDS, unplanned pregnancy and unsafe abortion.

The problems of Gender and HIV/AIDS need to be addressed and solved or minimized to a larger extent in order to create favorable working condition and smooth teaching and learning process. In order to fight these problems, it is essential for higher education institutions to mainstream the issue of gender and HIV into their plans, programs and activities of the institutions through designing institutional policy and establishing strong monitoring and evaluation mechanism. It is believed that mainstreaming HIV will contribute the lion's share to alleviate HIV and AIDS related problems that the youngsters in particular and the University Community as whole are facing currently.

Therefore, this study aims to point out the comprehensiveness, the quality and level of gender and HIV mainstreaming practice of St. Mary's University to find out its contribution to the prevention and control of the pandemic and to address gender inequality in the University and in the education sector as a whole.

1.1. Background

1.1.1. Global And National Situation on Gender and HIV Issues

Concerning the spread of the epidemic, according to UNAIDS 2011 AIDS epidemic update report, there were an estimated 34.0 million People Living with HIV (PLHIV), 2.7 million new HIV infections and 1.8 million deaths due to AIDS-related illnesses occurred worldwide. Sub-Saharan Africa continues to bear disproportionate share of the global HIV burden where 68% of people living with HIV resided in the region and accounts for 70% (1.9 million) of the new infection.

The data are revealing: 34% of girls in developing countries are married or in union before 18 years of age and 12 percent are married before they turn 15; complications of pregnancy, unsafe abortion and childbirth are the leading cause of mortality and morbidity among girls and young women aged 15-24 years in these countries. (UNFPA Adolescent and Youth Strategy 2012-2013, August 2012).

In Ethiopia among married adolescent girls (15 - 19 years of age) who do not want to get pregnant, 68% are having unprotected sex suggesting early pregnancy compared to only 1% of unmarried sexually active girls (Population council, 2004). Furthermore, sexual life of adolescent girls is frequently jeopardized by widespread gender based violence such as rape, abduction and FGM/C. Sixty-two percent of adolescent girls in Ethiopia have been circumcised, 7.8% have been married by abduction and 2% experienced obstetric fistula (DHS 2005).

1.1.2. HIV and Gender Issues in Higher Education Institutions

HIV/AIDS causes many social problems through exposing inequalities, including gender inequality, globally. The HIV/AIDS epidemics are very high in regions where poverty and economic inequality is extensive and deep, gender inequality is pervasive and access to public services is weak and uneven (Collins and Rau 2000).

In order to effectively address the problems of the epidemic, it is vital to both understand the factors that drive men and women's increasing susceptibility to infection, as well as to analyze the impact that HIV/AIDS is having on individuals, households, communities and society. Gender inequality is evident at all stages of the prevention- care continuum, and affects among other things, the possibilities of prevention, access to appropriate materials, information and resources, the quality of care received, and chances of survival. (Gender and HIV Overview Report, Institute of Development Studies September 2002).

Unless gender inequality, which rests on power relations, is specifically addressed in every strategy, policy and program that is undertaken from the global and governmental level to the community and family level – our efforts to reverse the epidemic will be stalled. Gender equality is not simply a matter of justice or fairness. Gender inequality is fatal (UNAIDS 2002)

1.1.3. General Profile of St. Mary's University

St Mary's University is one of the Private Higher Education Institutions in Ethiopia providing quality education

and engaged in research and community service. Currently, it has 33,286 students in both the conventional and distance modes of education; of which female students account 32%. Only 18.6% (6201) students are attending in the conventional modes of learning. (BOSS, 2011)

In addition, it has a total number of 1069 academic and admin staff, of which 576 female and 503 are male. It is believed that mainstreaming HIV will alleviate HIV and AIDS related problems that the youngsters in particular and the University Community as whole are facing.

1.1.4. Back Ground of St. Mary's University on HIV and Gender Mainstreaming

The problem of HIV/AIDS and gender issues need to be addressed and solved or minimized to a larger extent in order to create favorable working condition and smooth teaching and learning process. In order to fight these problems, the first mechanism is to design institutional policy and then implement, monitor and evaluate it. To this end, St. Mary's University (SMU) has formulated its own institutional policy on HIV/AIDS, Anti- Sexual Harassment and Gender in 2002 E.C by the grant gained from Association of African Universities.

Taking the serious impact of the pandemic and gender related problems in the sector, SMU has taken a measure to open Gender and HIV/AIDS Prevention and Control Office (GHAPCO) to give comprehensive response to prevent and control the spread of HIV and to respond to gender issues in the University Community and the surrounding society as whole. The establishment of the Office helped to take various measures and initiatives to prevent and control HIV/AIDS within the University and the surrounding community as well. The fragmented activities which had been performed by different unities and offices could be organized and mainstreaming of HIV/AIDS activities in programs that helped to make the existing HIV/AIDS activities to be planned, implemented, coordinated, monitored or evaluated properly so as to adequately address HIV/AIDS.

1.2. Objectives of the Study

1.2.1. General Objective:

- to point out the comprehensiveness and the quality of gender and HIV mainstreaming practice at St. Mary's University.

1.2.2. Specific Objectives:

- to see how gender issues are addressed in HIV interventions of the University
- to find out the contribution of the University to the prevention and control of the pandemic within and outside the University Community.
- To look whether the three pillars of Interventions: Structural, Behavioral and Bio-medical Interventions are placed properly and ;
- To find out the quality and sustainability of the interventions

1.3. Research Methodology

➤ Qualitative Method

- Two focus group discussions (one with students and one with staff of the University)
- In-depth interviews with the University officials and the surrounding community.
- The qualitative data was analyzed by thematic areas.
- Documents and reports of the Gender and HIV/AIDS Prevention and Control Office (GHAPCO) were used as sources of secondary data
- Supportive Supervision report and other relevant documents of the HEIs Partnership Forum

2. Related Literature Review

2.1. What is HIV Mainstreaming?

HIV Mainstreaming is the process of analyzing how HIV and AIDS impacts on all sectors now and in the future, both internally and externally, to determine how each sector should respond based on its comparative advantage" (Elsej and Kutengule, 2003).

2.1.1. HIV Mainstreaming in Higher Education Institutions Context

It is a way of looking at how the epidemic is likely to affect the institution's goals, objectives and programs and whether the institution has a comparative advantage to respond to limit the spread of HIV, and also to mitigate the impact of the epidemic. Besides, it is a process of integrating HIV and AIDS into core operations, functions, and curricula of the institution.

2.2. What is Gender Mainstreaming?

Gender mainstreaming is the process of assessing, analyzing and interpreting the implications/impacts of any planned activities, policies and programs on both women and men. Moreover, it is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of institutional policies and programs to achieve gender equality.

2.3. Why Higher Education Institutions need to mainstream HIV and Gender?

The global history of HIV/AIDS is complex and includes both individual histories and peculiarities of HIV/AIDS epidemics at community, national and regional levels and becoming the worst health crisis recorded in history. Recent data from many developing countries indicate that about 50% of all new infections are among youths in which young female are disproportionately affected due to sexual harassment/violence, gender stereotypes, harmful traditional practices, gender disparities and other socio-cultural factors.

In 2012, more than 34 million people were living with HIV/AIDS, 30 million people died due to the pandemic and majority of them are young people age 15-29 years old. In Ethiopia, from the percentage of adults age 15-49, HIV prevalence among women is 1.9%, and among men age is 1.0% (Ethiopia Demographic and Health Survey, 2011)

The single point prevalence in Ethiopia in 2011 was 1.5% and the highest prevalence of HIV occurred in the age group 15-24 i.e 5.6% that showed the highest risk occurs in this age group (Ethiopia Demographic and Health Survey 2011). Majority of students in University belong to this age group and they enjoy the “freedom” of moving and/or living outside the guidance of their parents. Research conducted on five Ethiopian public universities also indicates communities of HEIs are among the MARPS group and are vulnerable to HIV infections. Among these groups, women are found to be more vulnerable to the pandemic due to different socio-cultural factors. Therefore, as institutions of Higher Education, universities are expected to play a leading role in responses to HIV and AIDS pandemic and gender equality through all aspects of their core business of research, teaching and learning and community services. Because, the epidemic as well as the gender disparity has led to decline in the quality of education as both the issues take their part among instructors and students.

2.4. Ethiopian Higher Education Institutions Response to HIV/AIDS

In response to the pandemic, the Ethiopian HEIs Partnership Forum Against HIV/AIDS is established. The main objectives of the partnership are:

- To give technical and institutional capacity building of the member institutions,
- To co-ordination and implementation mechanism in HEIs
- To create partnership and network among all public and private HEIs
- Harmonizing HIV/AIDS mainstreaming activities in the HEIs. In this regard the following documents are produced
 - HEIs Policy Framework and strategy
 - HIV and SRH Communication Strategy
 - HIV and SRH SPM
 - HIV and SRH Intervention Package
 - HIV and SRH PM&E Framework

2.5. Ethiopian Higher Education Institutions Response to Gender Issues

To address the gender issues in HEIs, the Ministry of Education, Gender Directorate has established the National HEIs Gender Forum. Besides, National Girls' Education Advisory Committee, which consists of different national and international partner organization along with educational institutions and Offices in Ethiopia, had been formed. Both the Forum and The National Committee are established having the vision of implementing gender mainstreaming in education and training is to see that gender equality will have been ensured at all levels of the sector. Moreover, the mission is to ensure equitable access to quality learning and promote equal participation in other opportunities between girls and boys and women and men at all levels the sector. To do so, all HEIs have established Gender Offices and formulated/ adopted Gender and Anti- Sexual Harassment Policies.

3. Findings and Analysis on Gender and HIV Mainstreaming (Detail Description of Interventions)

For the purpose of clarity, the interventions are presented in three parts as: structural, behavioral and bio-medical. The detail on the good practices and best experience of each intervention is presented as follows.

3.1. Structural Interventions

General Objectives of this intervention are:

- To enhance the HIV/AIDS and gender sensitivity and response across the University
- To strengthen ownership of gender and HIV/AIDS programs across the University
- To creating enabling and women friendly teaching-learning environment in the University

3.2. Formulate Institutional Gender, HIV/AIDS and Anti-Sexual Harassment Policies

The University has formulated its own institutional policy on gender, HIV/AIDS and Anti-Sexual Harassment in 2011 through a 5000 \$ grant from the Association of African University. The main objective of formulating the

policies is to place an institutional framework that supports HIV/AIDS prevention and gender responsive plans, programs and activities to encourage both the gender to exercise their rights and maintain their dignity, persuade the university community and others to join hands in eliminating violence against women and stigma towards HIV/AIDS, and impose corrective actions.

3.3. Conduct Policy Dissemination Workshop to All the University Community

A dissemination workshop was held the University's Multi-Purpose Hall. In the workshop all Offices, Units, Faculties, departments and students of the University were participated. The main objective of conducting the workshop is to create awareness on the policies contents and to equip the University community with the necessary information that could help all to build capacity to react accordingly knowing his/her duties and responsibilities to implement the policy into practice. It is clearly observed that this workshop helped to sensitize the policies among the University community that helped to implement other interventions and activities in a better way.

3.4. Memorandum of Understanding (MoU) has been Signed

A number of Memorandums of Understanding has been signed between St. Mary's University and different National and International Organizations and Educational Institutions. The MoUs reflects the parties' intention to work closely together towards strengthening the partnership between the organizations/institutions and the University to fight against HIV and AIDS and to bring gender equity and equality through the provisions and coordination of effective and efficient services.

3.5. Gender and HIV task force is established and monthly meeting was held

Institutional HIV task force, which has nine members and chaired by the Executive Vice President, is established to monitor and evaluate the level of gender and HIV mainstreaming. In this regard, the task-force gives valuable suggestion and directions for GHAPCO.

3.6. Ant- Sexual harassment Committee is formed

The Committee is composed of one (1) representative from the administration, instructors, and students as the case may be, duly selected by the body concerned. The members of this committee are women only. The chairperson of the committee is representative from the administration. The reason that the members are women is since most of the victims of sexual harassment are female students and workers that they could have feel free to explain everything without fear, as it has been observed from previous experiences. As it has been stated by the top management, it has also a positive implication on the confidentiality of cases.

3.7. Income Generating Activities

Economic wellbeing is stronger correlate of academic achievement and completion in Ethiopia (World Bank: 2006). Poverty leads female students with capacity problem to purchase educational materials and to cover other miscellaneous expenses. The situation is alarming for girls from the poorest economic background. Economic problem has a great impact on female students' academic achievement and make them vulnerable to different forms of sexual harassment and violence. In order to tackle this challenge SMU has placed multi-purpose shop that will generate income to support poor female students to be successful in their education.

3.8. Curriculum Mainstreaming

Following the decision made by the General Assembly meeting of the HEIs Forum Against HIV/AIDS and The National HEIs Gender Forum to take mainstreaming HIV and gender issues into the curriculum of each institution, the issue was presented at the Senate meeting of the University and the Senate made a decision to mainstream HIV and gender issues into the selected courses materials that is going to be decided with the consultation of each departments.

In this regard, SMU have formed a Committee, which includes members from the University Senate Curriculum Standing Committee, Representatives from each Department, representatives from Distance Education and Post Graduate Studies and Head of Gender and HIV/AIDS Prevention and Control office.

Up on the agreement made with NASTAD Ethiopia, an intensive training was given to 21 Committee members on gender and HIV/AIDS Mainstreaming into Curriculum that will enable them to start the actual mainstreaming work.

3.9. IEC/BCC Materials for the University are Produced

The University in collaboration with partner organizations, like NASTAD, Dkt and FHAPCO has produced very attractive and readable IEC Materials, brochures and posters that have a picture of SMU students on it, for the University students that are going to be dispatched on the good bye and welcome ceremony. The aim of

producing these materials is to bring behavioral change through IEC materials. In addition, it also helps to give full information on risky behaviors that predispose to HIV/STI and unwanted pregnancy, provide basic HIV infection prevention methods and family planning methods and give direction to students where they could get access to services

4. Behavioral Interventions

Objectives

- To reduce the incidence of HIV
- To create a high level of comprehensive knowledge and adopt safer sexual behavior and to bring behavioral change among the University Community
- To increase comprehensive knowledge on HIV among the University and the surrounding population

4.1. Gender and HIV/AIDS Mainstreaming Workshops were Organized for the University Community

The University in collaboration with NASTAD Ethiopia organized a workshop on Gender and HIV mainstreaming for the University to sensitize and build the capacity of the University community to mainstream gender and HIV in all programs, plans and activities of the respective offices, departments, Faculties and units.

4.2. Sisters Informing Sisters on Topic about AIDS (SISTA) Intervention Program for Female Students

This intervention is the first in its kind to be implemented in Ethiopian Higher Education Institution especially targeting female students. SISTA is based upon two Social theories: Social Cognitive Theory and Theory of Gender and Power. St. Mary's in collaboration with NASTAD Ethiopia is implementing the intervention program in the University.

SISTA activities aim to empower female students through discussions and shared experiences about ethnic and gender pride designed to praise the strengths of female students and to identify female role models. Moreover, SISTA activities include HIV risk reduction skills-building (e.g., assertive communication, condom use, etc.) within the context of gender-based power inequalities, norms and values, such as enhancing assertive communication skills, sexual risk reduction negotiation, and condom use skills. On the other hand, SISTA activities aim to enhance coping with emotions that interfere with safer sex decisions.

SISTA 1st round Session training was conducted for 120

The Gender and HIV Office conducted SISTA session training in collaboration with NASTAD Ethiopia for five consecutive Saturdays for 120 female students. Finally, 106 female students have successfully completed the training and graduated on April 7, 2012.

In general, the SISTA Program helped female students in many ways in building their confidence as to be assertive and to protect themselves from being sexually harassed and exposed to RH problems including HIV.

SISTA 2nd round Session training was conducted for 60 Female Students

Following the successful accomplishment of the 1st round SISTA session training, the Gender and HIV/AIDS Prevention and Control Office (GHAPCO) conducted 2nd training in collaboration with NASTAD Ethiopia for five consecutive Saturdays for 60 female students. Finally, 55 female students have completed the training and graduated on August 11, 2012.

Following the graduation, a decision is made among SISTA graduates SISTA Club is established to enable them to organize different programs, including welcome program for new female students in a sustainable manner.

SISTA Training for High School Female Students

The Gender and HIV/AIDS Prevention and Control Office conducted training on 'Gender Pride and HIV/AIDS' for St. Mary's Preparatory female students on June 15, 2012. The SISTA facilitators were also involved in giving the training voluntarily.

The objective of this training is to create awareness among high school students on HIV and sexual harassment as they are also more vulnerable for risky sexual behaviors due to so many reasons.

The students participated in the discussions actively and showed interest to take further training to have broad concept on the issues. It was found that the free facilitation given by the SMU female students had motivated and inspired them a lot as it created friendly environment to discuss their problems and helped them find ways to come up with possible solutions. The training was ended successfully and at the end.

4.3. Partnership and Referral linkage Workshop is Organized and Forum is Established with the Surrounding Community and key Stakeholders

The College Management staff Taskforce members, Department Heads, Admin staff, student's representative from Gender and literature Club, Student Union President, A.A HAPCO, HEIs Partnership Forum Coordinator,

Lideta Sub-city HAPCO, Police and woreda Health Officers, Wabisheble Hotel, Lideta Health Science College, partners from international NGOs like DKT–Ethiopia, CHORA participated in the workshop.

The Objectives of the Workshop were:

- To visualize the concept and benefits of partnership
- To incite participants on the current situation of gender and HIV/AIDS issues in HEIs and St. Mary’s response to women empowerment and HIV/STI prevention and control
- To hold discussion on risk factors to HIV/AIDS which are available around the University compound and violence against women and girls that would help the invited stakeholders and partners to work on how to tackle these problems in collaboration with the University
- To this end, to establish the partnership forum

4.4. Review Meetings were held

Three review meetings were held with SMU:

Review Meeting-1

The first review meeting was held on November 21, 2011 at St. Mary’s University with Prof. Malangu Natambwe from Association of African Universities on the progress of the two policies, Anti- Sexual Harassment and HIV/AIDS, those were formulated by St. Mary’s University by the \$ 5000 grant from the Association. A group that were participated in the formulation of the policies discussed with the Prof. on how the policies were formulated and some issues concerning activities that have been done so far to communicate the policies and similar matters.

Review Meeting-2

The 2nd review meeting was held on January 18, 2012 with NASTAD Central Office staff and coordinator of the HEIs Against HIV Forum on what has been done and what has not been done at SMU in relation to response to HIV/AIDS and gender issues accordance with the action points that were drawn by the General Assembly meeting. In line with this, the forum has suggested the following activities that have to be implemented by the institution.

1. Comprehensive plan on HIV
2. Research- (HIV Risk Assessment)
3. Mainstreaming gender and HIV into the curriculum
4. make the wellness center active
5. Establishing partnership forum with the surrounding community
6. Form and Strengthen friendship Anti- AIDS Club
7. Strengthen Mini Media
8. Disseminate the policy through the web site and other means

Review Meeting-3

In the 3rd review meeting held on June 18 & 19, 2012 at Global Hotel by NASTAD Ethiopia, six Universities supported by NASTAD and other partners participated and SMU was the only Private HEI.

Plan Vs. achievements, undone plans, opportunities and challenges were focus areas of the presentations. Following the presentations, thorough discussion was held among the participants considering the prevention package of NASTAD to the universities. .

4.5. Celebrate International White Ribbon day in collaboration with the Ethiopian Human Rights Commission

November 25 is declared by the United Nations as an International Day for the Eradication of Violence Against Women. In this regard, SMU in Collaboration with the Ethiopian Human Rights Commission annually organize a campaign on Sexual violence Against Women. The objective of celebrating the campaign is to create awareness among the University and the surrounding community on sexual violence against women, which is a fueling factor for the spread of HIV and other SRH problems, and the human right of women to ease the suffering that women are undergoing. To this end, the campaign would help to bring men on board in the fight against violence against women and to educate others about the issue.

It was learned that the campaign would last for 16 days involving sensitization activities. The event witnessed animated debate on what constitutes sexual harassment, which was made clear by two presentations; the first on ”Sexual Harassment and a-16 Day Campaign on Sexual Violence Against Women” and the second on “Highlights on SMU’s Sexual Harassment Policy”. Finally, participants pledged to join hands in fight against sexual harassment. The panel discussion organized by the Ethiopian Human Rights Commission and GHAPCO of SMU ended successfully.

4.6. Celebration of International Women’s Day

SMU Gender Office in collaboration with different NGOs annually celebrates March 8, International Women’s

Day under the theme “Connecting Girls, Inspiring Futures” colorfully. On the day, different guest speakers will be invited to share their entrancement life experience with SMU community that will inspire and motivate female students and staff in many ways. Moreover, entrainment and educable literature will be presented.

4.7. Celebration of World HIV/AIDS Day at SMU

SMU Gender Office in collaboration with different NGOs annually organizes panel discussions to celebrate the World HIV/AIDS Day. On the day, different guest speakers will be invited to share their entrancement life experience with SMU community and to present papers for panel discussion that will give insight and creates awareness among students and staff in many ways. Moreover, entrainment and educable literature will be presented. At the end, discussion was hold with the panel participants and finally, a song, “Mela Mela” that touched the sole of all participants was sung and all participants made promise through capitalizing the motto “No one should die, discriminated and infected by HIV/AIDS”

4.8. ToT on Gender and HIV/AIDS Pear Education for SMU staff

The Business Coalition and DKT conducted Training of Trainers on gender and HIV/AIDS peer Education for three days from June 19-21, 2012 for different organizations. On the training, 8 staff of SMU from different divisions have participated and awarded with certificate for their successful accomplishment. It was underlined that the training would help the participants to give similar trainings to others staff in their respective organizations. The participants from SMU informed that the training helped them to have comprehensive knowledge on gender and HIV/AIDS and equip them to give the training to other staff of the University.

4.9. Friday Coffee Ceremony Talk-Show Program

Every Friday, students and staff members attend the programme during lunch time. Talk-show program has been taken place for the last seven years by inviting different famous people to share their life time experience with students that would enable them to focus on their academic and to be successful and visionary. In addition, health professionals and people leaving with HIV have been invited on the talk-show coffee program at different time to give lesson on gender, HIV and SRH issues. Different events, such as: culture day, color day, workers day, oldies day etc. have also been organized to teach students through entertaining as to value their life by maintaining the existing culture and norm of the society to be successful in their future life. The talk-show will help students to enrich their knowledge of different social issues such as societal problems, current affairs and education related matters.

4.10. Literature Forum

This helps students to have a space in which they can present their creative works on literature. It takes place every fortnight at Mexico Campus, Multi Purpose Hall. On this forum, Students and staff members present their literary works. Besides, famous and well-known writers present their work and share their experience with the audience. In addition to this, the University assists students by publishing their literary work.

4.11. Social Welfare (Club)

The Extra-curricular Activities Coordinator shall create awareness among students about community services and help students involve through the Student Union in activities like

- donating blood to the Red Cross;
- donating clothes to the needy;
- helping people who are living with HIV/AIDS;
- visiting people who are hospitalized, especially on holy days visit AIDS patients at different hospitals and live around ‘Entoto’ holy water;
- Supporting the elderly and so on

4.12. Sports

These add great value to the experience of being at university. With all its limited space and resource for recreational activities, SMU tries its best to provide students great opportunities to use the facilities and engage in foot ball games, table tennis, in-door games, ground tennis etc. The University has two Foot-Ball Teams: Male and Female Foot Ball Teams.

4.13. ‘Hot Sit’ Question and Answer Competition

Question and answer students’ competition is prepared for both TVET and Degree program students once in a year. The event is organized with the collaboration of departments. The main objective of the competition is to make students all-rounded and to have information and knowledge on different issue in addition to their academic field of study. This will enrich them to have better understanding of their society and the world as well

on various social issues.

4.14. Welcome and Good-bye Ceremony

- To create awareness among new entry
- To share experience among the seniors and fresh students
- To provide them with the necessary information
- To enable them to accustom themselves with the new environment as to cope up with the challenges they may face during their stay in the University that enable them to be successful in their study

5. Bio-medical Interventions

Objectives

- Increase condom use among the University Community correctly and consistently.
- To increase supply ,distribution and utilization of male and female condoms
- Give youth friendly SRH services
- Provide contraceptives and other medicine to the University community
- Give Volunteer Counseling and Testing services
- Establish network and referral linkage with other health service giving organizations and centers

1. Establishment of Students' Clinic

Considering the necessity of giving comprehensive HIV and SRH services to prevent and control the spread of the pandemic, St. Mary's University has opened student clinic and employed health professional. This staff is trained on comprehensive VCT Service that was organized by NASTAD Ethiopia.

As it is mentioned above, the main objective of opening the clinic is to give comprehensive HIV and SRH services including condom distribution to the University students. By doing this, the University believes that students will be benefited from the services.

2. Give Care and Support Service to PLWHA

As to put the national and the institution's HIV policy into action and in order to fight problems related to HIV/AIDS, SMU has found that it is necessary to work on prevention and give care and support for the people lining with HIV/AIDS. In this regard, the University prepared a proposal to give care and support to PLWHA. Upon the proposal, the University starts giving support for staff who disclosed their status.

In addition, the University establishes a welfare club, which includes both students and staff of the University. This club gives support for PLWHA who are living at different places. Moreover, the University has a Social Support forum established by the University staff. This Forum gives support for HIV orphans by providing educational materials and conducting tutorial classes. In addition, it helps elderly who lost their family due to HIV.

Opportunities

○ Leadership Commitment

Leadership commitment is a great opportunity to the University that helped to mainstream HIV/AIDS at all levels of the institution. It is obvious that without the leadership commitment, it is impossible to institutions to take HIV issues as a core business of the University.

○ Office is established

It is a fact that to run all plans, programs and activities on HIV, it is mandatory to establish and the office first. Establishment of the Gender and HIV/AIDS Prevention and Control Office helped the University to coordinate and organized different fragmented activities and helped to do HIV mainstreaming in a better way.

○ Focal Person is assigned

Only establishing the office may not help, if institutions do not assign a focal person to run the plan of the office. St. Mary's, in this reared, has assigned a focal person, Head of the Office.

○ The Network is established

The University has established network with different national and international organizations, Government Offices, NGOs and Public and Private higher Education Institutions through the HEIs partnership Forum to work on HIV and SRH issues. For instance, a network is established with Association of African Universities, FHAPCO, AAHAPCO, EHRC, NASTAD Ethiopia, The Forum, and other organizations are working with the University

○ Interest among the University Community

The University Community is very much interested to participate in different activities and volunteer to involve in different tasks. All offices departments and faculties are cooperative to work with GHAPCO of the University to do all things in a harmonized way.

○ **Supervision was conducted by NASTAD and the HEIs Forum**

As it is indicated under the intervention part, the review and/or supervision meetings helped much to know the gap and to perform activities timely. In this regard, the supervision that was held with NASTAD Ethiopia and the HEIs Forum Against HIV/AIDS has played a vital role. Upon the comments given by the supervision team, the University could able to identify the gaps and take measures to fill the identified gaps and able to run the programs and activities accordingly.

Challenges

- limited links/network
- Lack of human resource/ one coordinator for two institutions/ one person office
- Academic Calendar /tight schedule /
- Start the programs lately due to various reasons
- Environmental problems (substance shops around the University)
- Unable to strengthen Friendship Anti- AIDS and Gender Club

Lesson learned

- Leadership commitment plays a great role
- Networking and partnership is vital
- Plan ahead of time in accordance with the academic calendar and start on time
- Assign sufficient human resource
- Having one plan with different partners working in universities is essential that helps to achieve one goal/ save budget and time/

Conclusion

As the issue of gender and HIV/AIDS is a global and national issue that has an impact on the social, cultural and economic development of once country, St. Mary's University is working towards curving the problems related to HIV/AIDS and SRH.

As it is tried to indicate in the study, all the three prevention pillars are addressed, however, the bio-medical intervention is very week and needs to be strengthened. In this regard, the University is doing its best to address the issues in a comprehensive and sustainable manner. Using the opportunities that have been maintained above and facing the challenges through creating different access, a lot has to be done to improve the quality and comprehensive of responses to address gender issues to empower women and HIV and SRH service in the University.

Though the office is established recently, the University could able implement these interventions according to its plan. There are actually some activates in the pipe line those have to be accomplished.

St. Mary's has taken HIV and Gender Issues as one of the strategic priority area and incorporate it in its five years strategic plan. This really implies that the University is committed towards dealing with the issues in a sustainable manner that will help to bring gender equality and the prevention and control of the pandemic through implementing various activities on successfully. As a responsible Higher Education Institution, Using the good opportunities and finding new and innovative ways, the University will be committed to perform mainstreaming the issue of gender and HIV to bring gender equality through women empowerment and performing HIV and SRH interventions in a better and sustainable way.

Recommendations

- ❖ Sufficient human resources should be assigned
- ❖ The bio- medical interventions should be strengthened in the University
- ❖ ARC should be established and strengthened
- ❖ HIV and Gender related clubs should be strengthened
- ❖ Although HIV/AIDS and Gender policies and other documents exist in this regard, they have to be vigorously translated into practical activities at all levels of the University.
- ❖ Set a strategy to enhance active participation of the University and surrounding community in all programs and activities
- ❖ The leadership of the HEIs should be committed and supportive to create conducive environment for the sustainable implementation of HIV and gender mainstreaming.
- ❖ As a responsible Higher Education Institution, using the good opportunities the University should find new and innovative ways
- ❖ All public and private institutions of higher learning in collaboration with governmental and non-governmental organizations shall develop appropriate intervention strategies to accelerate AIDS information in educational institutions.

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