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HIV AND AIDS STRATEGIC PLAN 2010-2012 FOR THE HERD BOYS COMMUNITY IN LESOTHO

Supported by:



NATIONAL AIDS COMMISSION

Powered to Conquer HIV and AIDS

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ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
ARV	Anti Retroviral Drugs
ART	Anti Retroviral Therapy
AU	African Union
CGPU	Child and Gender Protection Unit
DA	District Administrator
DCS	District Council Secretary
HSA	Health Service Area
HBC	Home Based Care
HIV	Human Immuno-Deficiency Virus
HTC	HIV Testing and Counseling
LEFA	Lesotho Football Association
LDTCC	Lesotho Distance Teaching Centre
LMPS	Lesotho Mounted Police Service
M & E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MOAFS	Ministry of Agriculture and Food Security
MOFLR	Ministry of Forestry and Land Reclamation
MOGYSR	Ministry of Gender, Youth, Sports and Recreation
NAC	National AIDS Commission
NGO	Non-Governmental Organisation
NSP	National HIV & AIDS Strategic Plan
OVC	Orphans and Vulnerable Children
PESTLE	Political, Economic, Social, Technological, Legal and Environmental
PLHWA	People Living With HIV and AIDS
SADC	South African Development Countries
SWOT	Strengths, Weaknesses, Opportunities and Threats
TB	Tuberculosis
TV	Television
UNGASS	United Nations General Assembly Special Session on HIV and AIDS

CHAPTER 1: INTRODUCTORY BACKGROUND

1.1 INTRODUCTION

Lesotho has the third highest adult HIV and AIDS prevalence in the world at 23.2%, with an estimated 62 new HIV infections and about 50 deaths due to AIDS each day, this is according to the Lesotho United Nations General Assembly Special Session (UNGASS) Country Report (2006-2007). HIV and AIDS is not only accountable to a significant number of illnesses and deaths, but it also contributes to the increase in vulnerability in the country. That is, HIV and AIDS predisposes many households to high levels of vulnerability and poverty in the country. This is because HIV and AIDS severely incapacitates production and income earning ability of affected households and the country in general. In addition, the consequences of HIV and AIDS also include an increase in the number of Orphaned and Vulnerable Children (OVC) headed households and households that are headed by single parents with no or limited source of income (International Federation of Red Cross and Red Crescent Societies, 2006).

The herd boys' community in Lesotho is equally affected by HIV and AIDS as the rest of the population. They are also considered a marginalized and vulnerable community by virtue of poverty, education level and geographical inaccessibility among others. They have to work under inhospitable conditions sometimes facing adverse weather. Also they are not covered by the labour legislation as other workers. Hence the importance of having in place a well articulated strategic plan in response to HIV and AIDS for the herd boys' community in Lesotho. The herd boys' issues are currently being addressed to some extent by the Herd boys' organization called "*Monna-ka-Khomo*" that was established in 2004 and registered in 2005.

National Strategic Plan (NSP) for HIV and AIDS was developed and launched in 2006 by the National Aids Commission. In 2009, the National AIDS Commission in collaboration with its stakeholders and partners commissioned the Mid-Term Review (MTR) of the NSP. The purpose of the review was to take stock of the national response through determining progress made, identifying challenges and programme gaps together with emerging issues. It has been noted that NAC's authority and legal mandate has not been fully accepted by all stakeholders¹. Because herd boys' issues pertaining to HIV and AIDS cut across sectors e.g. Gender, Youth, Culture, Human Rights (Justice) Labour & Employment, Health & Social Welfare and Education, an HIV and AIDS Policy Strategic plan needs to be coordinated and driven through a single institution. In this regard, NAC is well placed to play this role as it is funding the development of this strategic plan for the herd boys' community in Lesotho.

¹ Revised National HIV and AIDS Strategic Plan

1.2 NATIONAL CONTEXT

1.2.1 NAC

The National AIDS Commission was set up by an Act of Parliament in 2005 and it became fully functional in 2006. NAC was created to improve effectiveness of the national coordination and to provide guidance to the development and management of the national response to the HIV and AIDS Pandemic. Its main responsibility is to optimize planning, coordination, monitoring and evaluation of the National response on the "three ones" principle, first, is to stop the epidemic from growing by reducing the incidence rates to below 2% threshold. Second, is to provide comprehensive treatment, care and support to PLWHA and those with the co-infection of TB and HIV. Third, is to mitigate the socio-economic impact of the epidemic on society and in particular, OVC, PLWHA and vulnerable households (NAC, 2009). NAC is also responsible for mobilizing resources for the National response, particularly outside the government system. A typical example has been the support that NAC is providing to *Monna-ka-Khomo* in developing this three years strategic plan.

1.2.2 *Monna-Ka-Khomo*

Monna-ka-Khomo is the Herd boys Association duly registered under the laws of Lesotho as a non-profit making non governmental organisation whose objective among others is to capacitate the herd boys in the areas of HIV and AIDS. It was established in 2004 and registered in 2005 as a non-governmental and non-profit making organization. It operates in the rural areas of Lesotho because its main focus is on the herd boys and has offices based in Maseru as the central operating place. The aims and objectives of *Monna-ka-Khomo* are:

- ⓧ To lobby and advocate for the herd boys in areas of their vulnerability. For example, they should have access to education, they should be considered as employees.
- ⓧ To initiate a support system for the herd boys e.g. establish income generating projects, funeral schemes etc.
- ⓧ To improve access and quality care for the herd boys.
- ⓧ To solicit support and co-operation from government ministries and embassies where need arises.
- ⓧ To empower herd boys to be self-reliant.
- ⓧ To capacitate the herd boys in areas of HIV and AIDS for them to be aware of the dangers caused by this catastrophe.
- ⓧ To eradicate extreme poverty and hunger.
- ⓧ To see to it that herd boys achieve free universal primary education as well.
- ⓧ To reduce social exclusion and improve life chances for herd boys

1.2.3 *Herd Boys*

According to the Basotho culture, boys were normally expected to herd before going to formal school. Usually the boys would start to herd from the age of three, with their older siblings and or relatives. This is still regarded culturally as a good initiation that would eventually enable young boys to herd animals alone (Makhosi *et al.*, 1999).

Since herding is a day long activity, this has resulted in some of the herd boys (29%) not having received formal education at all. The statistics differ by districts where for instance, in the Mafeteng district, the number of herd boys who had not received formal education being reported to be as high as 62% (Makhosi *et al.*, 1999). Some of the factors that have been forwarded for this occurrence are: (i) economic, especially in instances where parents have to pay for school fees which they cannot afford because of the high prevalence rate of poverty in the country, (ii) lack of interest on the part of the children to attend school, and (iii) culturally in the past, going to school was regarded as more of a female issue as it lacked physical expression. Lack of formal education and high illiteracy level amongst the herd boys has resulted in many of them not being able to access written information as they would either have to rely on others to read for them or explain what is contained in the written documents, pamphlets, posters and so forth on issues of HIV and AIDS. Other factors that contribute to the spread of HIV and AIDS among the herd boys' community is the fact that they are a marginalized and vulnerable group of people.

Furthermore, the fact that a lot of information, education and communication programmes are done during the day when the herd boys are away herding animals, many of them miss the opportunity to learn more about the HIV and AIDS pandemic. This has resulted in some instances engagement in risky behaviour that can fuel a further spread of the pandemic. Thus, the Ministry should consider non-formal education like formal education because LDTC is already mainstreaming HIV and AIDS issues in their programmes. So as part of the national response to the pandemic, specific interventions from a concerted effort of all (NGOs, community leaders, churches, etc) is required to ensure that there are programmes in place that address the HIV and AIDS issues of the herd boys. Hence, the consultants have been engaged to develop a strategic plan for the herd boys on HIV and AIDS.

1.3 SCOPE OF WORK

The Consultant was required:

- ✘ To review key documents e.g. National HIV and AIDS Policy and the National HIV and AIDS Strategic Plan, action plans that are essential and relevant to the fulfilments of the objectives of the assignment.
- ✘ To undertake a rapid assessment of the HIV and AIDS situation within the herd boys communities through consultations to establish and understand the policy issues pertaining to HIV and AIDS in the place of work/occupation.
- ✘ To prepare a synthesis report based on specific tasks, which entails i) reviewing the relevant literature and policy documents and ii) undertaking a rapid assessment.
- ✘ To be supervised on site by the Sentebale - technical support leader on behalf of Monna-ka-Khomo in consultation with NAC.

CHAPTER 2: PROCESS

Development of the strategic plan was implemented through several stages, as illustrated in Figure 1 below.

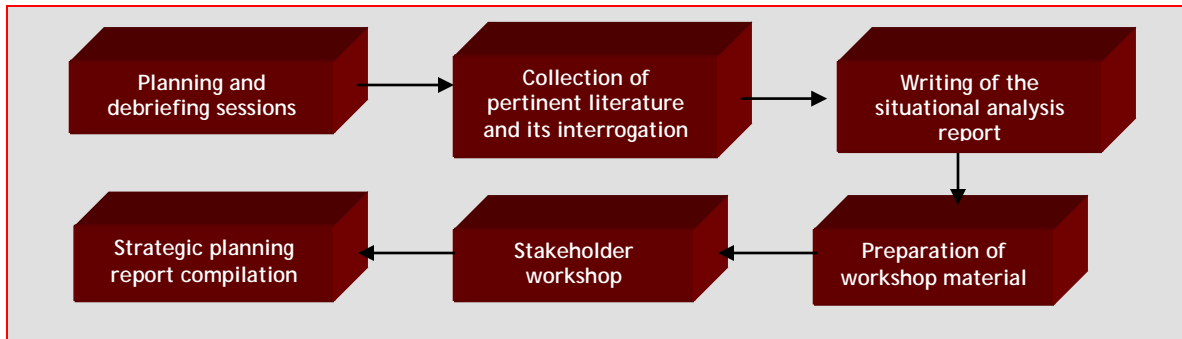


Figure 1: Graphical presentation of the implementation process

As highlighted below, the following objectives of the assignment needed to be achieved so as to improve the livelihood of the herd boys:

- ⌘ To review key documents e.g. National HIV and AIDS Policy and the National HIV and AIDS Strategic Plan, action plans that are essential and relevant to the fulfilment of the objectives of the assignment.
- ⌘ To undertake a rapid assessment of the HIV and AIDS situation within the herd boys communities through interviews.
- ⌘ To prepare a synthesis report based on specific tasks, which entail i) reviewing the relevant literature and policy documents and ii) undertaking a rapid assessment.
- ⌘ To develop a strategic plan for the herd boys community in Lesotho.

Therefore in order to achieve the above mentioned objectives of the assignment, the following phases were undertaken:

2.1 PHASE 1: SITUATIONAL ANALYSIS

Information was collected regarding HIV and AIDS situation within the herd boys' community. The type of information that was collected included also how they defined HIV and AIDS, ways of transmitting the pandemic, ways to prevent the spread of the pandemic, their sexual practices in terms of the number of sex partners they have and whether or not they have protected sex and whether they have tested for HIV and so forth.

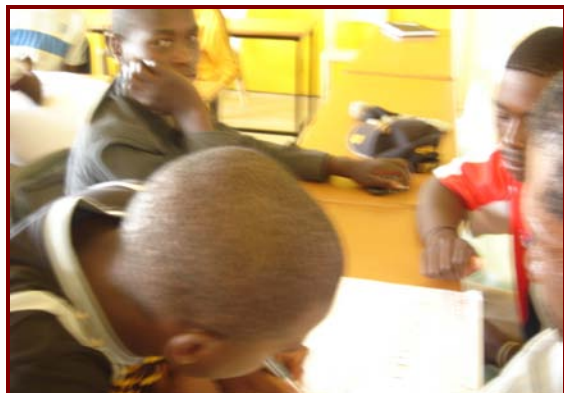
This information was collected as part of the environmental scan so as to ensure that as the strategic plan is being developed, it addresses the identified gaps in the knowledge and practice of the herd boys on the issues of HIV and AIDS.

2.2 PHASE 2: DEVELOPMENT OF THE STRATEGIC PLAN

After the situational assessment, the second phase was to develop the strategic plan and a participatory approach that was highly interactive was used where the herd boys themselves plus other stakeholders like the chiefs, livestock owners and Community Councillors participated in the strategic planning workshops that were held regionally to cover the southern, northern and central districts. In these workshops, a situational assessment report was presented to the stakeholders. Thereafter, a number of activities were undertaken as reflected below.

2.2.1 External environmental scanning using PESTLE

An assessment of the external environmental factors that have a bearing on the herd boys and HIV and AIDS was done by the workshop participants because changes that occur within the environment demand herd boys to be responsive and adaptable. Therefore, the environmental scanning focused on key issues within the environment that are likely to have an impact on the attainment of herd boys' vision and objectives, specifically those that are important for the selection of alternative causes of action. The environmental scan was conducted using a tool called PESTLE - Political, Economic, Social, Technological, Legal and Environmental aspects. This was done in groups as shown in the photos below.



Picture 1: Group work during regional workshops

2.2.2 Internal environmental scanning using SWOT analysis

An internal assessment was also undertaken by the participants. The process entailed a thorough review of the strengths, weaknesses, opportunities and threats within the herd boys' community. This analysis was essential in making informed evaluations and choosing the right options. This was done in groups, and below are the pictures taken of the participants presenting their group findings.



Picture 2: Herd boys during plenary sessions

Environmental scanning and SWOT analysis provided results from which key strategic focus were identified, thus leading to development of the HIV and AIDS strategic plan for the herd boys' community.

2.2.3 Identification of key strategic focus areas

Assessment of both the external and internal environment pointed to key strategic areas that needed to be addressed through this strategic plan.

2.2.4 Development of the vision and mission statements

The identified strategic focus assisted in the development of the herd boys vision and mission statements for 2010-2012.

2.2.5 Stakeholder analysis

It was important to thoroughly go through a process of stakeholders identification, the purpose being to identify possible areas of collaboration with a view to identifying those stakeholders that are key for the HIV and AIDS strategic plan for the herd boys and engendering mutual understanding and goodwill with the stakeholders.

2.3 PHASE 3: SCHEDULE OF ACTIVITIES

Lists of activities that require to be undertaken in order to achieve the stated objective(s) were identified. They are specific, measurable and can be implemented over specific timeframes. So the herd boys identified those activities, which they felt would ensure attainment of their 2010-2012 vision.

CHAPTER 3: ENVIRONMENTAL SCANNING

This was a very interactive and extremely participatory process where the participants were divided into groups to give their views on the environment within which the herd boys operate in Lesotho in terms of how it impacts on them in as far as HIV and AIDS is concerned. The environmental scanning exercise followed the PESTLE model, which essentially views the environment as encompassing the following elements:

- Political
- Economical
- Social
- Technological
- Legal
- Environmental

So issues raised by the herd boys are outlined below and this was really meant to inform activities to be undertaken.

3.1 POLITICAL FACTORS

- i. Since herd boys are not well organized, it becomes difficult for them to advance their agenda including those that relate to the issues of HIV and AIDS.
- ii. On the political factors, the herd boys mentioned that they are excluded from being part of the support groups. So because they do not participate in such structures, this adversely impacts on their access to HIV and AIDS services. For instance, herd boys said when condoms are being distributed in villages, 'they are a forgotten group' as put by the participants.
- iii. Another aspect that the herd boys highlighted was that there are no specific government policies and programmes for the herd boys on HIV and AIDS. For instance, they also mentioned that they do not have easy access to condoms or other services like HTC programmes which are usually implemented while they are away herding and nobody is taking the responsibility to explain or inform them about such programmes.
- iv. The herd boys also mentioned that because most of their time is spent away in the cattle posts, there is lack of participation on their part on decisions that affect them including those that are related to HIV and AIDS.
- v. They also mentioned that it is important for them as herd boys to have forums where they can advance their agenda and that *Monna-ka-Khomo* provides such a political space to express their views and concerns even on issues of HIV and AIDS, which empowers them. So it is important for *Monna-ka-Khomo* to reach other areas in the country where they have not yet established herd boys' organisations.

3.2 ECONOMIC FACTORS

- i. There should be evening classes for the herd boys so as to improve their literacy skills. This will enable them to also compete for better paying jobs and generally improve their livelihood. This is because presently, there seem to be limited resources allocated for educating and improving the literacy level of the herd boys.
- ii. Since the herd boys remuneration is very low, their purchasing power is exponentially low, limiting their ability to access goods and services like buying nutritious food, protective clothing like gumboots, agricultural inputs, or accessing better health services.
- iii. Since development projects take place while they are away herding, herd boys do not have an opportunity to participate in other development programmes other than just being a herd boy irrespective of the talents some of them have, including the games they play which have a potential to earn them income if packaged and promoted well under tourism and culture.
- iv. *Monna-ka-Khomo* has limited resources for operations. This limit its ability to reach all the herd boys in the country as well as its ability to implement some of the projects despite the fact that the National HIV and AIDS policy (2006-2011) and the National HIV and AIDS strategic plan (2006-2011) recognize the need to ensure that the HIV and AIDS issues of the vulnerable populations such as sex workers, people with disability and herd boys are addressed systematically. This means that there is a need to augment *Monna-ka-Khomo's* resource base including having qualified staff, buildings, equipment and vehicles to do the work.
- v. The national economy that is not performing well also limits availability of resources that would otherwise go towards assisting the herd boys especially those that live with the pandemic.

3.3 SOCIAL FACTORS

- i. Some of the activities or games of the herd boys do increase the spread of HIV and AIDS because of lack of knowledge as they do not have programmes that directly target them as herd boys. For example, *Ho kalla* (stick fighting), which involves bloody fights and sometimes killings. Therefore in such instances lack of first aid and access to HIV and AIDS services exposes others to contracting the pandemic if such a person is living with the virus knowingly or not knowingly.
- ii. Low literacy level amongst the herd boys can impede knowledge of the herd boys on the aspects that are related to HIV and AIDS.
- iii. There are limited programmes that encourage herd boys to use condoms when they indulge in sexual activity. As a result, this exacerbates the spread of the pandemic as most of them do not use condoms. They therefore suggested that such programmes should be implemented during evening classes for the herd boys.
- iv. Universal access to HIV and AIDS services need to be vigorously pursued, as these are concentrated in the villages that are remote from the cattle posts.
- v. Some of the herd boys rape people of the opposite sex who might have HIV and AIDS or the perpetrator may have the pandemic and this exacerbates the

- spread of HIV and AIDS.
- vi. Discussions between adults and children have to be encouraged through regular forums as it is still culturally, in some cases regarded as a taboo.
- vii. Parents/Guardians should encourage cultural practices and games that are safe and do not exacerbate the spread of the pandemic.

3.4 TECHNOLOGICAL FACTORS

- i. Communication in Lesotho is now relatively easy, although not advanced as indicated by medium-signal cell phone strength, as one example. One reason for the lack of assimilation of various technologies is cost: solar energy is in use but its widespread use is hampered by the fact that it is expensive for the majority of the population. This hinders easy access to information about HIV and AIDS that comes through radios and Televisions to the herd boys.
- ii. Availability of TV/Radio and the likes can be used as information tool for HIV and AIDS information even to the herd boys but because herd boys lack access and knowledge to electronic information, they do not have updated information on ways to prevent HIV and AIDS. This limited access to advanced technological infrastructure by the herd boys can impede speedy transmission of messages on HIV and AIDS issues.
- iii. The type of lifestyle of the herd boys is such that those already leaving with the pandemic are exposed to health hazards of snow and heavy rainfall that can worsen their health status.

3.5 LEGAL FACTORS

- i. Ways that are legal need to be identified that would encourage the herd boys to test for HIV and AIDS.
- ii. It is important to ensure that the herd boys are abreast of legal and policy issues as they pertain to HIV and AIDS. For instance, Lesotho has been signatory to several international declarations and is dedicated to the fight against HIV and AIDS. These declarations of commitment have guided the country towards internationally sanctioned approaches to global handling of HIV and AIDS. These are listed below:
 - ✘ Millennium Development Goals (MDGs), 2000;
 - ✘ United Nations General Assembly Declaration of Commitment on HIV and AIDS (UNGASS), 2001;
 - ✘ African Union (AU) Abuja Declaration on AIDS, TB and Malaria and Other Related Infectious Diseases, 2001;
 - ✘ Maseru Declaration on combating of HIV and AIDS in the SADC region, 2003;
 - ✘ African Union Maputo Declaration on AIDS, TB and Malaria and Other Related Infectious Diseases, 2003;
 - ✘ The 2005 World Summit at which international leaders reaffirmed their commitment to intensify global and national HIV and AIDS responses;
 - ✘ The Abuja Call to Action: Elimination of HIV infection in infants and children, December 2005;
 - ✘ Brazzaville Commitment on Scaling up Universal Access to HIV and AIDS

- Prevention, Treatment, Care and Support, March 2006.
 - ✘ Abuja Call for Accelerated Action towards Universal Access to HIV and AIDS, Tuberculosis and Malaria Services in Africa, May 2006.
 - ✘ The commitments impose further obligation and impetus on Lesotho to act effectively against the HIV and AIDS epidemic.
- iii. Penalties for raping need to be increased five fold so as to discourage herd boys from becoming perpetrators as this would hopefully reduce the rate of infection.
 - iv. There should also be laws that would ensure that inmates in prisons that are HIV positive are in different cells from those who are not yet positive so as to decrease the likelihood of further increase of the pandemic through either fighting's or indulging in unprotected sex.
 - v. There should be a minimum wage stipulated in the labour code for the herd boys as it is not the case at the moment, which can expose them to any type of abuse.

3.6 ENVIRONMENTAL FACTORS

- i) Herd boys through wild fires contribute towards destroying some of the medicinal plants like the African potato that are not only needed to boost the immune system, but this can also provide income generation opportunities for some of the herd boys.
- ii) Herd boys should be encouraged to protect the wetlands so as to enable maintenance of water flow so that there is adequate water especially for HIV and AIDS infected people. But lack of clean potable water at the cattle post area can worsen their health status especially for those already living with HIV and AIDS.
- iii) In some cases, the herd boys tend to over harvest fish in the rivers and this reduces fish population as it is a good source of protein required for healthy living.
- iv) Environment provides natural stock that is also used as food to meet nutritional requirements for healthy living, particularly in Lesotho where arable land for agricultural production is continuously shrinking.
- v) Loss of natural stock used as income generation activities results in the herd boys not having money to access HIV and AIDS services.
- vi) Herd boys need to be trained on the importance of preserving and protecting the natural resources for the benefit of people and also on the replication of, especially, those natural resources that are endangered through establishment of botanical gardens.
- vii) Projects like having beehives need to be promoted as they also boost the immune system.
- viii) Climate change and degraded environment does not allow for adequate agricultural production, thereby resulting in limited food stocks.

CHAPTER 4: SWOT ANALYSIS

As a process of introspection, the herd boys' community undertook an internal analysis of their strengths, weaknesses, opportunities and threats (SWOT). The purpose being that, with weaknesses appropriate correction measures can be identified and addressed through the objectives and the proposed schedule of activities. However with threats there are ways of turning them into opportunities, and together with the strengths, to inform development of the strategic plan. As such, SWOT analysis of the herd boys was undertaken with the view to empowering the herd boys to achieve strategic focus. A synthesized analysis is provided below.

Table 1: Strength, Weaknesses, Opportunities and Threats facing the Herd boys

STRENGTHS	OPPORTUNITIES
<ul style="list-style-type: none"> ✘ Herd boys have the strength to protect the natural resources through ensuring that there are no wild fires or animals compacting the soil. These natural resources can contribute towards improvement of the immune system when used correctly. ✘ The fact that herd boys spent most of their time on their own without much interaction with the opposite sex reduces their susceptibility to contracting HIV and AIDS due to low frequency in indulging in sexual activity. ✘ The fact that the herd boys already have access to the natural resources they can use them for their own health benefit. ✘ Herd boys have interest to know about the pandemic. ✘ The fact that they are away most of the time, herd boys do not frequently indulge in social activities and alcohol intake which can predispose them to contracting HIV and AIDS. ✘ Games that herd boys play like <i>Seqata Majoana</i>, <i>Koti</i> and <i>Ho Kalla (stick fighting)</i>, keeps them physically fit. ✘ They can provide labour if there are programmes or projects on HIV and AIDS. ✘ With the equipment that they have like wheel barrows, spades and so forth, they can use them in HIV and AIDS projects. ✘ Herd boys' organisations can apply for land required for projects. ✘ Herd boys know the type of natural stock around the cattle post areas which means they can actually identify and exhume those plants for replanting when establishing the botanical gardens. 	<ul style="list-style-type: none"> ✘ Herd boys have an opportunity to attend evening classes as this is where they can learn more about HIV and AIDS. ✘ Those herd boys that are infected can access support from organisations that assist people living with the pandemic. ✘ The fact that a strategic plan for the herd boys is being developed, herd boys have an opportunity to have their issues on HIV and AIDS taken on board. ✘ The fact that there is <i>Monna-ka-Khomo</i> which coordinates the activities of the herd boys, it can also, through this strategic plan, mobilise resources. ✘ Through assistance from NGOs like <i>Monna-ka-Khomo</i>, infected herd boys could have access to ARVs. ✘ Use of initiation schools to teach herd boys on issues of HIV and AIDS. ✘ Herd boys can get donations for HIV and AIDS infected herd boys. ✘ Herd boys can also get information and services from the service providers. ✘ Herd boys can be assisted in developing home gardens.

WEAKNESSES	THREATS
<ul style="list-style-type: none"> ✘ Herd boys do not have much knowledge on HIV and AIDS. ✘ Low literacy level among the herd boys deters them from reading material on HIV and AIDS. ✘ Herd boys do not have knowledge regarding preservation of natural resources required for boosting the immune system. ✘ Some of the herd boys have not tested for HIV and therefore do not know their HIV status. ✘ Lack of mentorship for younger herd boys by older ones denies them good living practices that can lead to healthier lifestyles. ✘ Lack of seriousness of the herd boys even on important issues like HIV and AIDS can exacerbate the spread of the pandemic. ✘ Since HIV and AIDS programmes happen when the herd boys are away at work, this has resulted in them not having adequate information on the epidemic. ✘ Some of the herd boys are reluctant to know their HIV status through testing. ✘ Those herd boys that have tested are reluctant to disclose their HIV status. ✘ There is inadequate information on HIV and AIDS within the community of the herd boys. 	<ul style="list-style-type: none"> ✘ Lack of support to train the herd boys on how to preserve the natural resources. ✘ Lack of mentoring by elders on good cultural practices may result in the increase of the spread of HIV and AIDS. ✘ Limited access to HIV and AIDS services like HTC. ✘ Herd boys do not always have access to information on HIV and AIDS because such programmes are done while they are away at work. ✘ When HIV and AIDS was discussed in the past, it was associated with promiscuity; this has resulted in many herd boys being reluctant to disclose their HIV status due to fear of being discriminated. ✘ Some of the service providers' attitude does not encourage herd boys to seek services at the health centres. ✘ The pandemic increases the number of herd boys who are orphans. ✘ Limited information on HIV and AIDS which is passed around does not encourage others to test for the pandemic, but rather instill fear. ✘ If the pandemic is not curbed, the likelihood of not having future generation is becoming a reality.

In summary, it is evident that the herd boys have heard about HIV and AIDS and some have actually tested. With the knowledge of the natural resources available in the range land, using their labour and equipment they can preserve and ensure continued availability of such resources. Through improved literacy level of the herd boys, they have an opportunity to access more information on HIV and AIDS so as to improve their competency on the pandemic.

However, lack of access of herd boys to HIV and AIDS services which is exacerbated by the fact that implementation of HIV and AIDS programmes is done during the day when the herd boys are away herding, can actually fuel the spread of the pandemic and thereby threaten the existence of future generations.

CHAPTER 5: KEY STRATEGIC FOCUS

Singling out of key strategic focus areas has been informed by issues raised by the herd boys during the environmental scanning and giving due cognizant of initiatives that are going on nationally like:

- i. Lesotho's commitment to fight HIV and AIDS where his Majesty King Letsie III declared HIV and AIDS as an emergency in 2000.
- ii. The adoption of the scaling up strategy "Turning a Crisis into an Opportunity" in 2003 that launched "Know Your Status" campaign operational plan which is a gateway to treatment, care and support for universal access to HTC in December 2005.
- iii. The Health Sector Mid-term Strategic plan 2008/11 maps out the Strategic interventions for the achievement of Universal Access to HIV and AIDS Care and Treatment for Lesotho (NAC, 2009).

5.1 STRATEGIC FOCUS I: PREVENTION

The focus for prevention is to reduce the rates of new infections. These interventions include HIV Testing and Counseling (HTC), sexual behavioural change, communication, and improvement of literacy level to enable the herd boys to access information on the pandemic, and use of condoms by the herd boys.

The situational report has highlighted that although the majority of the herd boys have heard of the HIV and AIDS, they however do not have the same understanding of what it is and this obviously means sexual practices would accordingly be influenced by the level of knowledge and understanding of the pandemic. Another key challenge that has a potential to further fuel the spread of HIV and AIDS is the current understanding of how the HIV virus is transmitted where it also became evident through the situational report that there is no common understanding amongst the herd boys. So definitely educational programmes for the herd boys on the issues of HIV and AIDS are key and urgent attention is really required in this regard, particularly because some of them engage in multiple and concurrent partnerships and with the low level of comprehensive knowledge and people's inability to translate knowledge to behaviour change, this indeed fuels the spread of the pandemic.

It is crucially important to ensure that heard boys are encouraged to test for HIV so that they know their status and those already engaging in sex to have protected sex through use of condoms. This implies that HIV and AIDS services for testing and condoms have to be located in areas that are also accessible to the herd boys in such a way that they would not feel intimidated or humiliated as the uptake of services also remains low, with stigma being a key barrier to utilization of HIV and AIDS services.

The last aspect is promotion of those cultural practices and games that will not only keep the herd boys but also would generate some income for them. Recreational facilities like football play grounds were identified as some of the preventive measures to be considered for the herd boys.

5.2 STRATEGIC FOCUS 2: TREATMENT CARE AND SUPPORT

The focus on treatment, care and support is to reduce mortality and morbidity among People Living With HIV and AIDS (PLWHA), and consequently improve their quality of life, through ensuring that there is access to and compliance regarding intake of ART. Care and support is to reduce mortality and morbidity among PLWHA through ensuring access to nutritious food and consequently improve their quality of life.

During the situational analysis, it became evident that if any, very few of the herd boys know what ART is meant for which either could mean any of the following:

- i. ART services are not available in all health facilities.
- ii. Inadequate capacity to provide ART.

Also the fact that during the day, the herd boys are away herding, it means accessing of the treatment for those already living with the pandemic is quite a challenge, particularly because it became evident through the situational analysis that herd boys and the livestock owners hardly talk about the HIV and AIDS issues. So this poses as a major challenge for the herd boys to access the treatment during the day. So without alternative arrangements, it means herd boys living with the pandemic would not have access to the treatment.

It is therefore important that some of these activities are addressed through the activity plan:

- i. Ensure that ART services are accessible to the herd boys at most peripheral health facilities and the community.
- ii. Strengthen procurement, supply and management systems for ART drugs and other supplies.
- iii. Strengthen the capacity of home based patients who are herd boys in providing quality and comprehensive care including palliative care/ and pain management.
- iv. Strengthen the Monitoring of ART services, including herd boys adherence to treatment, provision and access to nutrition and micronutrients for PLWHA including children.
- v. Capacity building of community home-based Care Givers to encourage adherence to treatment.

Although HIV and AIDS prevalence rate is not known amongst the herd boys community, this does not mean it does not exist and therefore contributing to the increase in chronic illnesses that have put much pressure on the current health services. This situation has necessitated the provision of comprehensive home based care services including palliative care. Home based care (HBC) services are being provided by a variety of stakeholders including nurses, HBC volunteers and community based organizations at the exclusion of the herd boys. By the end of 2008, the number of people on home based care had increased to 35,090. Of these 15,360 were men and 19,730 were women.

Therefore the idea here is that the herd boys should be part of the support groups that exist in their community councils. The implications are that they would need to be provided with skills to be able to discharge this function to the those herd boys already living with the pandemic and to ensure where necessary that referrals are

made; and that HBC materials and supplies are made adequate especially for those herd boys who are part of the support groups. As part of care giving, nutritious food needs to be available to the herd boys to improve their nutritional status. There are also medicinal plants like the African Potato that need to be preserved by the herd boys as they are found near their cattle posts and these are known to boost the immune system and therefore require to be preserved.

5.3 STRATEGIC FOCUS 3: MANAGEMENT AND COORDINATION

Monna-ka-Khomo which was established in 2004 and registered in 2005 is an umbrella body that is intended to coordinate the activities of the herd boys in the country. It therefore requires sound management and coordination mechanisms, effective systems and structures to increase its membership. It has managed to establish herd boys organizations in some of the districts and the challenge is also to ensure that those structures are capacitated to function well in order for them to achieve the following:

- ✘ To lobby and advocate for the Herd Boys in areas of their vulnerability, e. g. they should have access to education and they should be considered as employees.
- ✘ To initiate a support system for the Herd Boys, e.g. established income generating projects, funeral schemes etc.
- ✘ To improve access and quality care for the Herd Boys.
- ✘ To solicit support and co-operation from government ministries and Embassies where need arises.
- ✘ To empower Herd Boys to be self-reliant.
- ✘ To capacitate the Herd Boys in areas of HIV and AIDS for them to be aware of the dangers caused by this catastrophe.
- ✘ To eradicate extreme poverty and hunger.
- ✘ To see to it that Herd Boys achieve free universal primary education as well.
- ✘ To reduce social exclusion and improve life chances for Herdboys

Although *Monna-ka-Khomo* has HIV and AIDS as one of its focus areas of intervention and has initiated HIV and AIDS education programmes for the herd boys in some areas, more work is still required in this regard.

So the focus is really to: (i) strengthen institutional capacities for coordination at all levels, (ii) create and strengthen an enabling policy and legal environment that provides space for a multi-sectoral participation by all stakeholders, and in particular communities; and (iii) strengthen leadership to address critical issues such as key drivers of HIV and AIDS within the herd boys community.

CHAPTER 6: MISSION, VISION AND OBJECTIVES

6.1 VISION

By the year 2012, the herd boys will have their literacy level improved so as to empower them to participate in the decisions that affect them, be HIV and AIDS competent through having improved access to HIV and AIDS services and well managed environment; and *Monna-ka-Khomo's* membership will have grown nationwide.

6.2 MISSION

Through capacitation of the herd boys, they shall have access to more information on HIV and AIDS and will be in a position to sustainably manage their environment and shall improve their immune system through agricultural production.

6.3 OBJECTIVES

The objectives have been divided into three key strategic focuses as identified by the herd boys and these are outlined below:

6.3.1 Strategic focus 1: prevention

The focus for prevention is to reduce the rate of new infections. These interventions include HIV Testing and Counseling (HTC), sexual behavioral change, communication, and improvement of literacy level to enable the herd boys to access information on the pandemic, and use of condoms by the herd boys.

Objectives:

- ⓧ To hold 10 training sessions for the herd boys per year over two years 2010-11 on HIV and AIDS.
- ⓧ To ensure that 2 herd boys per community councils are part of support groups in all the ten districts over a period of 3 years.
- ⓧ To elect herd boys' representative as a link between the herd boys and HIV and AIDS service providers in all the 10 districts within two years.
- ⓧ To assist and provide herd boys with resources like sports gear and equipment needed for sports activities
- ⓧ To incorporate other means of recreation like cattle racing into the already existing recreation activities of herd boys.
- ⓧ To train at least 10 herd boys as rangers (*lithloeli*) on rapid response when there is wild fire in all the ten (10) districts to oversee that this does not happen.
- ⓧ To hold 3 training sessions per district on conserving the natural resources by 2012.
- ⓧ To establish 4 botanical gardens: two in the lowlands and two in the mountains by 2012 in all the ten districts.

6.3.2 Strategic focus 2: Treatment, Care and Support.

The focus on treatment, care and support is to reduce mortality and morbidity among People Living With HIV and AIDS (PLWHA), and consequently improve their quality of life, through ensuring that there is access to and compliance regarding intake of ART, care and support and to reduce mortality and morbidity among PLWHA through ensuring access to nutritious food and consequently improve their quality of life.

Objectives

- ⓧ To produce food on at least 10 acres of land per district.
- ⓧ To improve water supply for watering the plants through conservation tanks.
- ⓧ To preserve food through use of appropriate technology like drying of food.
- ⓧ To produce 1, 000 fruit seedlings trees per district over 3 years.
- ⓧ To plant 1000 fruit trees over 3 years.
- ⓧ To produce 1, 000 of non-fruit seedlings per district over 3 years.
- ⓧ To plant 1000 non-fruit tree seedlings over the three years.
- ⓧ To train 10 herd boys per Health Service Area (HSA) per year in HTC programme.
- ⓧ To provide trained herd boys in HTC programme, with IDs.
- ⓧ To avail first aid at the cattle posts.

6.3.3 Strategic Focus 3: Management and Coordination.

Monna ka Khomo which was established in 2004 and registered in 2005 is an umbrella body that is intended to coordinate the activities of the herd boys in the country. It therefore requires sound management and coordination mechanisms, effective systems and structures and to increase the membership of herd boys in Monna-ka-Khomo.

Objective

- ⓧ To establish 2 herd boys' organisations per district over 3 years.

CHAPTER 7: STAKEHOLDER ANALYSIS

An analysis of stakeholders who have a stake in activities of the herd boys was undertaken as reflected in Table 2 below, with the view to developing action plans and in the process, identifying areas that require coordination, networking and information sharing.

Table 2: Stakeholder Analysis

STAKEHOLDERS	DEFINING THEIR INTEREST	HOW THEY CAN AFFECT OUTCOME OF THE ORGANISATION'S OBJECTIVES.
1. Stock owners / parents	<ul style="list-style-type: none"> ✘ They are overall responsible on the welfare of the herd boys. 	<ul style="list-style-type: none"> ✘ They can ensure herd boys participation in the proposed schedule of activities (Annex 1). ✘ Give support to the herd boys on the issues of HIV and AIDS.
2. Chiefs & councillors, support groups	<ul style="list-style-type: none"> ✘ To ensure that the herd boys are HIV competent. ✘ Can protect the environment. 	<ul style="list-style-type: none"> ✘ Hold Pitsos & training workshops. ✘ Allocation of land. ✘ Mobilisation of resources.
3. Parliament	<ul style="list-style-type: none"> ✘ To ensure that answers are provided to those complaining. 	<ul style="list-style-type: none"> ✘ They take these issues to parliament.
4. Religious Leaders	<ul style="list-style-type: none"> ✘ All people live well in accordance with the religious principles. 	<ul style="list-style-type: none"> ✘ Burry herd boys. ✘ Teach religion.
5. Traditional Doctors	<ul style="list-style-type: none"> ✘ To initiate, heal and preserve culture. 	<ul style="list-style-type: none"> ✘ Create awareness on cleanliness. ✘ Encourage the initiates to test and bring individual razors and food.
6. Monna-Ka-Khomo	<ul style="list-style-type: none"> ✘ Umbrella body of herd boys' organisation. 	<ul style="list-style-type: none"> ✘ Oversee and to assist and guide the herd boys.
7. Police	<ul style="list-style-type: none"> ✘ Keeping law & order. 	<ul style="list-style-type: none"> ✘ Create awareness on HIV and AIDS. ✘ Crime prevention.
8. Media	<ul style="list-style-type: none"> ✘ Dissemination of information. 	<ul style="list-style-type: none"> ✘ It can assist on the effort of publicizing the office activities and information.
9. Other Non-Governmental organizations	<ul style="list-style-type: none"> ✘ They are also concerned with the promotion of human rights and good governance. ✘ Provision of technical support. 	<ul style="list-style-type: none"> ✘ Helps them in promotion of respect for human rights. ✘ They can assists in the effort of publicizing the office's activities through providing information. ✘ To provide technical support to the herd boys.

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ANNEX 1: SCHEDULE OF ACTIVITIES

Table 3: Schedule of Activities

OBJECTIVES	ACTIVITIES	POSSIBLE PARTNERS	RESPONSIBLE OFFICE	TIME FRAME
STRATEGIC FOCUS 1: PREVENTION				
1. To hold 10 training sessions for the herd boys per year over two years 2010-11 on peer education, life skills, HIV and AIDS.	<ul style="list-style-type: none"> ✘ Meet with livestock owners, councillors and chiefs. ✘ Selection of herd boys. ✘ Holding workshops 	<ul style="list-style-type: none"> ✘ Livestock owners, councillors, chiefs, ✘ LDTC, Health, NAC, NGOs 	<ul style="list-style-type: none"> ✘ Monna-ka-Khomo ✘ Herd boys 	<ul style="list-style-type: none"> ✘ 6 months ✘ 6 months ✘ 2 years
2. To ensure that 2 herd boys per community councils are part of support groups in all the ten districts over a period of 3 years.	<ul style="list-style-type: none"> ✘ Hold a meeting with the council and Chief. ✘ Identification of herd boys who shall be part of the support groups. 	<ul style="list-style-type: none"> ✘ Community Councillors and Chiefs. 	<ul style="list-style-type: none"> ✘ Monna-ka-Khomo ✘ Herd boys 	<ul style="list-style-type: none"> ✘ 6 months ✘ 1 month
3. To elect and train herd boys' representatives (focal point coordinators) as a link between the herd boys and HIV and AIDS service providers in all the 10 districts within two years.	<ul style="list-style-type: none"> ✘ Hold meetings with community councils, chiefs, and support groups. ✘ Hold meetings with the DA and DCS. 	<ul style="list-style-type: none"> ✘ Councillors, Chiefs, DA, DCS. 	<ul style="list-style-type: none"> ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ 2 years ✘ 2 years
4. To assist and provide herd boys with resources like sports gear and equipment needed for sports activities.	<ul style="list-style-type: none"> ✘ Hold meetings with LEFA and MoGYSR. ✘ Identification and provision of all the equipment and resources needed by herd boys for sports activities. 	<ul style="list-style-type: none"> ✘ LEFA, MoGYSR ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ Herd boys organisations ✘ Monna-Ka-Khomo 	<ul style="list-style-type: none"> ✘ 3yrs

OBJECTIVES	ACTIVITIES	POSSIBLE PARTNERS	RESPONSIBLE OFFICE	TIME FRAME
5. To incorporate other means of recreation like cattle racing into the already existing recreation activities of herd boys.	<ul style="list-style-type: none"> ✘ Meet with livestock owners to get their permission. ✘ Hold meetings with MoGYSR to discuss this issue. 	<ul style="list-style-type: none"> ✘ Livestock owners ✘ MoGYSR 	<ul style="list-style-type: none"> ✘ Herd boys organisations ✘ Monna-Ka-Khomo 	<ul style="list-style-type: none"> ✘ 3yrs
6. To train at least 10 herd boys as rangers (<i>lithloeli</i>) on rapid response when there is wild fire in all the ten (10) districts to oversee that this does not happen.	<ul style="list-style-type: none"> ✘ Herd boys to meet the relevant council members to discuss this issue. ✘ Meet with the MoFLR, MoNR. ✘ Select herd boys to be trained. ✘ Preparation and training of the herd boys. 	<ul style="list-style-type: none"> ✘ Council, Chiefs, MoFLR ✘ MoFLR, livestock owners, other NGOs 	<ul style="list-style-type: none"> ✘ Herd boys ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ 10 days ✘ 6 months ✘ 10 days ✘ 3 months
7. To hold 3 training sessions per district on conserving the natural resources by 2012.	<ul style="list-style-type: none"> ✘ Mobilise parents and livestock owners, councillors, and chiefs. ✘ Procure trainers ✘ Secure a hall ✘ Holding of workshops ✘ M&E 	<ul style="list-style-type: none"> ✘ Councillors, chiefs. ✘ Health, LDTC, NAC, other NGOs ✘ Those managing halls, LMPS-CGPU 	<ul style="list-style-type: none"> ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ 1 year ✘ 8 months ✘ 4 Months ✘ 1 year ✘ 4 Months
8. To establish 4 botanical gardens: two in the lowlands and two in the mountains by 2012 in all the ten districts.	<ul style="list-style-type: none"> ✘ Hold a meeting with councils & Chief. ✘ Procure a consultant to assist with technical knowledge. ✘ Identification of flora that is endemic to the area. ✘ Procurement of site & its 	<ul style="list-style-type: none"> ✘ Monna-ka-Khomo, Councillors, chiefs. ✘ NGOs, MOFLR, MoAFS 	<ul style="list-style-type: none"> ✘ Herd boys organisation ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ 6 months ✘ 1 month ✘ 2 years + 2 months

OBJECTIVES	ACTIVITIES	POSSIBLE PARTNERS	RESPONSIBLE OFFICE	TIME FRAME
	<ul style="list-style-type: none"> preparation. ✘ Actual transferring of the plants. ✘ Water and maintenance ✘ Publicise the botanical garden. ✘ Regulations to manage the botanical garden. 			<ul style="list-style-type: none"> ✘ 3 months ✘ As when required ✘ Ongoing ✘ 6 months
STRATEGIC FOCUS 2: TREATMENT, CARE AND SUPPORT				
1. To produce food on at least 10 acres of land per district on an annual basis.	<ul style="list-style-type: none"> ✘ Identify fields & owners ✘ Negotiate & agree on terms for use of such land. 	<ul style="list-style-type: none"> ✘ Field owners ✘ Chief ✘ Parents, MoAFS, Donors ✘ Livestock owners 	<ul style="list-style-type: none"> ✘ Herd boys ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ 6 months ✘ 6 months ✘ Every planting season.
2. To improve water supply for watering the plants through conservation tanks.	<ul style="list-style-type: none"> ✘ Application for land. ✘ Gather stones required for construction of the tank. ✘ Collection of sand. ✘ Collection of cement. ✘ Construction of tanks. 	<ul style="list-style-type: none"> ✘ Council, Chiefs, Monna-ka-Khomo ✘ Ministry of Forestry and Land Reclamation, Monna-Ka-Khomo, Councils, Chiefs ✘ Transport owners, Monna-ka-Khomo ✘ Builders 	<ul style="list-style-type: none"> ✘ Herd boys 	<ul style="list-style-type: none"> ✘ 6 months ✘ 3 months ✘ 1 year ✘ 3 months ✘ 3 weeks
3. To preserve food through use of appropriate technology like drying of food.	<ul style="list-style-type: none"> ✘ Harvest vegetables, and fruits, clean them and preserve them. 	<ul style="list-style-type: none"> ✘ MoAFS - nutritionists 	<ul style="list-style-type: none"> ✘ Herd boys 	<ul style="list-style-type: none"> ✘ 3 months
4. To produce 1, 000 fruit seedlings trees per district over 3 years.	<ul style="list-style-type: none"> ✘ Acquiring of land ✘ Acquiring of seeds ✘ Production of seedlings 	<ul style="list-style-type: none"> ✘ Community Councillors, chiefs ✘ MoFLR ✘ NGOs, MoFLR 	<ul style="list-style-type: none"> ✘ Herd boys organisations ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ 2 years ✘ 1 month ✘ 18 months
5. To plant 1000 fruit trees over 3 years.	<ul style="list-style-type: none"> ✘ Acquiring of land ✘ Acquiring of seeds ✘ Production of seedlings 	<ul style="list-style-type: none"> ✘ Community Councillors, Chiefs ✘ MoFLR 	<ul style="list-style-type: none"> ✘ Herd boys organisations ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ 2 years ✘ 1 month ✘ 18 months

OBJECTIVES	ACTIVITIES	POSSIBLE PARTNERS	RESPONSIBLE OFFICE	TIME FRAME
		✘ NGOs, MoFLR	✘ Herd boys organisations	
6. To produce 1, 000 non-fruit seedlings per district over 3 years.	✘ Acquiring of land ✘ Acquiring of seeds ✘ Production of seedlings	✘ Community Councillors, chiefs ✘ MoFLR ✘ NGOs, MoFLR	✘ Herd boys organisations ✘ Monna-ka-Khomo	✘ 2 years ✘ 1 month ✘ 18 months
7. To plant 1000 non-fruit tree seedlings over the three years.	✘ Acquiring of land ✘ Planting trees ✘ Watering and looking after the trees	✘ Community Councillors, Chiefs ✘ MoFLR	✘ Monna-ka-Khomo ✘ Herd boys organisations	✘ 1 month ✘ 1 month ✘ As when needed
8. To train 10 herd boys per Health Service area (HSA) per year in HTC programme.	✘ Herd boys to meet the relevant council members to discuss these issue ✘ Meet with the Ministry of Health and Social Welfare. ✘ Select herd boys to be trained. ✘ Preparation and training of the herd boys.	✘ Council, Chiefs ✘ MoHSW, NAC, Monna-ka - Khomo, Other NGOs ✘ Council, Chiefs, Monna-ka-Khomo ✘ MoHSW, NAC, Monna-ka Khomo, other NGOs	✘ Herd boys ✘ Herd boys	✘ 1 month ✘ 2 years ✘ 10 days ✘ 3 months
9. To provide trained herd boys in VCCT programme, with IDs.	✘ Make a request to Monna-Ka-Khomo ✘ Actual production of IDs	✘ Monna-ka-Khomo, Financiers, private companies.	✘ Herd boys ✘ Private companies	✘ 3 months ✘ 1 month
10. To avail first aid at the cattle posts.	✘ Herd boys to meet the relevant council members to discuss this issue ✘ Meet with the Red Cross, Ministry of Health and Social Welfare. ✘ Select herd boys to be	✘ Council, Chiefs ✘ MoHSW, NAC, Red Cross, Monna-ka-Khomo, Other NGOs. ✘ Livestock owners.	✘ Herd boys	✘ 10 days ✘ 3 months ✘ 10 days ✘ 1 year

OBJECTIVES	ACTIVITIES	POSSIBLE PARTNERS	RESPONSIBLE OFFICE	TIME FRAME
	<ul style="list-style-type: none"> trained. ✘ Preparation and training of the herd boys. 			
11. Establishment of 4 botanical gardens including medicinal plants. Two in the lowlands and two in the mountains by 2012.	<ul style="list-style-type: none"> ✘ Hold a meeting with councils & Chiefs. ✘ Procure a consultant to assist with technical knowledge. ✘ Identification of flora that is endemic to the area. ✘ Procurement of site & its preparation. ✘ Actual transferring of the plants ✘ Water and maintenance. ✘ Publicise the botanical garden. ✘ Regulations to manage the botanical garden. 	<ul style="list-style-type: none"> ✘ Monna-ka-Khomo, Councillors, chiefs. ✘ NGOs, MoFLR, MoAFS. 	<ul style="list-style-type: none"> ✘ Herd boys organisation ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ 6 months ✘ 1 month ✘ 2 years + 2 months ✘ 3 months ✘ As when required ✘ Ongoing ✘ 6 months
STRATEGIC FOCUS 3: MANAGEMENT AND COORDINATION				
1. Establish 2 herd boys' organisations per district over 3 years.	<ul style="list-style-type: none"> ✘ Hold a meeting with councils & Chiefs. ✘ Hold public gatherings to elect a committee. ✘ Training of the elected committees on leadership issues. ✘ Preparation of constitutions for this committee. ✘ 	<ul style="list-style-type: none"> ✘ Councillors, Chiefs, DA, DCS, livestock owners ✘ Consultants 	<ul style="list-style-type: none"> ✘ Monna-ka-Khomo 	<ul style="list-style-type: none"> ✘ 1 year ✘ 6 months ✘ 6 months ✘ 6 months ✘ 6 months