

SWHAP NEWSLETTER APRIL 2010

SWHAP Summary of 2009

During 2009, it was observed that companies who had reached the end of their three years of SWHAP co-funding continued to implement and invest in their programmes. This shows the viability of workplace HIV and AIDS programmes. It also indicates the effectiveness of SWHAP's strategy – SWHAP supported programmes achieve good results and create sustainable programmes addressing HIV and AIDS through the workplace. The achievements were even better considering the economic situation in 2009.

SWHAP supported 74 workplaces during 2009. Out of this group, 24 received co-funding for implementing programmes; 30 were supported through SWHAP network activities and start-up support; and 21 companies were assisted in supply-chain and union mentorship programmes. Moreover, more than 25 companies neighbouring SWHAP workplaces were reached through mentorship. SWHAP is supporting both the workplaces that have ended their three year co-funding cycle and those that are about to initiate programmes. In total the 74 workplaces reached more than 21,600 employees in 2009. This number increases exponentially if including those reached in the neighbouring companies, families and community.

Raffia Bags Kick's out Stigma

At the occasion of a football match with one of its customer companies, Raffia Bags in Kenya took the opportunity to spread information on HIV. With the theme 'Kick out stigma - embrace positive living', an awareness workshop and quizzes on HIV was organized. The event was much appreciated and contributed to the prevention work carried out at the workplace at the same time as the company reached out to its customer.



The Raffia Bags and Ahti River Mining football teams

Network Meetings

Health Professionals Network (HPN): A key agent of the success at many workplace programmes is the pro-active participation of the professional nurses in the clinics. In order for them to exchange experiences and ideas, SWHAP has recently established a Health Professionals Network in South Africa. The first HPN meeting was held on the 12th of February. Topics discussed included trauma counseling, monitoring and evaluation.

Champions Network: On the 11th of March a Champions Network meeting was held outside Johannesburg. The network focused firstly on the wellness and wellbeing of the participants as committee members. It secondly focused on traditional healers and their role in workplace programmes. This was considered very insightful and established the need for greater interaction and involvement.

During the month of March joint *SWHAP Company Coordinator's meetings* have also been held in both Kenya and Tanzania. Issues discussed were: Outcomes of the SWHAP Annual Conference held in Johannesburg in October 2009; the 2010 SWHAP awards; gender approach to HIV/AIDS programmes using concept dubbed "Healthy Images of Manhood"; and joint activities within countries, sub-region and region like World Aids day, peer educator workshops exchange meetings.

A CEO luncheon took place in Pretoria on the 12th of March. It was held at the Swedish Embassy and hosted by the ambassador. The luncheon was attended by 15 CEOs and managers from 13 companies as well as the CEO of South African Business Coalition on HIV/AIDS, MD of Reality Training Concepts and officials from the embassy. The agenda for the luncheon included a SWHAP overview and discussions on ways forward from the perspective of the CEO. Speakers at the luncheon were: Atlas Copco SA CEO Mr Piet Leys; SWHAP Coordinator Jacob Graaff; and economist Mike Schüssler.

Cost-effective Outreach

The HIV and AIDS committee at Autoliv South Africa has initiated an idea of distributing condoms at the drinking places in the local community. The message "Drive safely, Buckle up, Use Condom" is pasted on condom packs, together with the company logo. "We see this as an opportunity to be directly involved with our neighbouring community" says Sinni Motale, one of the committee members at Autoliv.

Swedish Workplace HIV/ AIDS Programme (SWHAP) is a joint initiative by the International Council of Swedish Industry (NIR) and the Swedish Industrial and Metalworkers' Union (IF Metall). SWHAP supports and contributes to the establishment of HIV and AIDS programmes at Swedish related workplaces, through projects in Sub Saharan Africa. SWHAP is financially supported by Sida.

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SWHAP Publications

Recent publications available at the SWHAP website www.swhap.org (click on the link to access the report):

- [The SWHAP 2009 Annual Report](#)
- [The SWHAP 2009 Annual conference report](#)
- [SWHAP case study: Reduced HIV/AIDS related stigma at Amazon Motors in Kenya](#)

Supply-chain Activities

Dyno Nobel Zambia has made progress with their supply chain programme. To begin with they invited six supply-chain companies to a steering committee meeting on the 19th of February. Following this meeting, four of the partners formulated their own steering HIV committees and work-plans for their HIV workplace programmes. They, subsequently, had a three day training of peer educators where a total of 17 employees from the four supply-chain companies were trained.

Similarly, in South Africa Atlas Copco and Sandvik have started their 2010 supply chain programmes and SWHAP Kenya is set to embark on a new phase of the supply chain and union partnership programme. It is anticipated that the lessons learned from the previous phase will ensure a successful implementation of the second phases of these programmes.

Activities at Workplaces

A number of workplaces have progressed with their programmes in the first months of 2010. For example, during the month of February Tusilago Kitchens in Zimbabwe finalised their policy, conducted VCT as well as trained peer educators and counsellors. Another example is Amazon Motors in Kenya that held a HIV/AIDS awareness day and VCT on the 17th of April. This was a refresher on HIV/AIDS prevention as well as an open forum on the company's programme. The facilitators addressed questions and concerns among the employees on HIV/AIDS transmission and prevention.

Newly approved co-funding applications include Atlas Copco in Tanzania, Ericsson in Uganda, as well as Saab and Babcock in South Africa.

Workplace Management Standard

Saab South Africa will be the first SWHAP partner implementing the HIV and AIDS workplace management system standard SANS16001:2007. The standard, launched in July 2007 by South African Bureau of Standards, allows workplace environments including the public sector, the private sector, and the non-governmental sector, to immediately begin the process of implementing an HIV/AIDS programme that can be benchmarked against best practice.



The workplace committee at Saab, front from left to right: Elsie Gama, Nompumelelo Mthombeni, Susan Steinbach and Riaz Saloojee, Rynette Germishuizen; back from left to right: Liz Wentzel, Rudi Mey, Lilly Mphuti, Paul Miggels and Sonika Nieuwoudt.

New Member of the SWHAP Board

On 1 April, Pia Schultz replaced Sofia Birkestad Svingby as NIR's representative on the SWHAP Board and in the Executive Committee. We wish to thank Sofia for her time and her valuable engagement at the SWHAP and, at the same time, welcome Pia on board.

Upcoming activities

- In May SWHAP will start its network with workplaces in Namibia.
- The SWHAP Southern Africa conference "Addressing Reality" in Harare, 20 – 21 May 2010.
- The SWHAP East Africa conference in Dar-es-Salam, 26 – 27 August 2010.
- The SWHAP South Africa conference in Johannesburg in October 2010.

Swedish Workplace HIV and AIDS Programme (SWHAP) is a long-term strategy to support the response to HIV and AIDS at Swedish related workplaces in Sub-Saharan Africa. SWHAP is a joint programme between the International Council of Swedish Industry (NIR) and the Swedish Industrial and Metalworkers' Union (IF Metall). SWHAP is financially supported by Sida.

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