

# SWHAP Newsletter April 2011

## John Mahono's Story

Mr John Mahono is a brave man. In 2010, he received his HIV diagnosis through a workplace testing programme at Scania Botswana. To first take the decision to test and to later reveal his positive status to his partner were no easy steps to take which is why the support from one of the Peer Educators and from a counselor played an important role. During the last three months two more Peer Educators have disclosed their HIV status in Scania Botswana, reflecting reduction in stigma and a supportive workplace environment.

You can read John Mahono's story in the recently publicized SWHAP Annual Report 2010.



*John Mahono with Peer Educator Maggie Abi*

## SWHAP Publications

New publications available [www.swhap.org](http://www.swhap.org) are:

- [The SWHAP 2010 Annual report](#)
- [The SWHAP 2010 Annual Conference Report](#)
- [Up-dated Peer Educators' Monitoring Booklet](#)

SWHAP is more than happy to assist any company that would like to add their logo to the above mentioned Monitoring Booklet and start their own use of it.

## HIV Programme is Saving Company USD 10,000

As a result of a well-functioning HIV programme and a high VCT-uptake, the Ericom service administrator for the Group Life Cover (GLA) and Pensions Fund could reduce their contributions for current active members from 4.2% (USD 1,703) to 2.2% (USD 892). As a result, Ericom now is saving close to USD 10,000 per year which outstrips the cost of the actual HIV programme. This is an outstanding achievement for a company of its size and could should inspire others to follow-suit.

The Matabeleland Aids Council recently nominated Ericom one of the winners of "Best HIV/AIDS Awareness Programme at Workplace", stating that the company's contribution to the country's efforts to fight the HIV/AIDS pandemic deserves special mention. The award was handed over during the Annual Business Awards Dinner, held by the Zimbabwe National Chamber of Commerce on 25 March. Congratulations Ericom!

## New Link on the Website

SWHAP has added a new link to the website - "[How to Start a Workplace Programme](#)". Through this link you will, amongst other things, be able to find company brochures, the above mentioned Monitoring Booklet, as well as the achievement award criteria, which can be used as a self-assessment tool for workplaces.

## Supply-Chain Activities

More companies have started to mentor other companies on HIV programmes. Some of the latest additions are Sandvik Zimbabwe that launched a supply-chain programme in the end of 2010, Atlas Copco Zimbabwe that was just granted funding for mentoring their neighbours, and Raffia Bags Kenya that has been mentoring its biggest customer since September 2010. The Steering Committee and Peer Educators at the company have been instrumental in supporting the mentorship programme.

The 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). It is financially supported by Sida.

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### **Metso Launches Employee Spouses' Programme**

Last year, when Metso South Africa embarked on launching their HIV/AIDS programme, they were pleased with the uptake and participation of the employees with the company and especially their branch located in Isithebe. The feedback from the employees to their shop stewards was that they wanted their spouses/partners the opportunity to be educated and given the benefit of "Knowing their HIV status". Consequently, the concept of having an Employee Spouses Programme was developed. In March, spouses were trained in groups and thereafter enthusiastically participated in the VCT and many were also eager to find out their HIV status. Numerous women felt empowered as they now had better knowledge levels around HIV and could understand how to manage it correctly. The uptake was excellent - out of a total of 130 women who attended the day, 125 voluntarily had an HIV test indicating the success and importance of the intervention.



*Spouses in line for Voluntary Counseling and Testing*

### **SWHAP Spousal Peer Educators Network Meeting**

A Spousal Peer Educators Network Meeting was held on 28 February in Zimbabwe. 31 spouses representing five SWHAP partner companies attended the workshop titled "Couples Communication". One of many presentations was made by popular talk show host, Ms. Mai Chisamba. The objective of the workshop was to teach participants effective communication strategies. The spousal peer educators have proven to be important actors for several programmes to reach the family and community.

### **Peer Educator Network Meeting Held**

General SWHAP network meetings have recently been held in Botswana, South Africa, Zambia, and Zimbabwe. Moreover, the first South Africa Peer Educators' Network for 2011 was held on 17 February. The 70 persons who attended the meeting were inspired by the opportunity to network with fellow peer educators. Understanding peer education and where and how it fits into the workplace programmes was the main focus of the workshop. Attendees were also provided with skills in planning a peer educator workplace programme.



*Peer Educators networking in South Africa*

### **SWHAP Arranges CEO Breakfast Seminar**

The SWHAP CEO Breakfast Seminar titled "Does leadership matter in workplace HIV management?" was held in Harare on 28 January. A total of 40 participants representing 25 organisations or companies attended the meeting. The participants consisted of SWHAP and ZBCA partners, as well as Sandvik supply-chain CEOs. It was evident that CEO's from the SWHAP programme had valuable knowledge to share with their peers concerning HIV management in the workplace.

### **SWHAP Lessons Disseminated in India**

On April 13, a seminar on HIV in the workplace was organised in Bangalore by the International Labour Organisation (ILO) and the International Council of Swedish Industry (NIR). The 12 participants got to learn about how Swedish companies have addressed HIV through SWHAP, what the HIV situation was like in India, what actions companies can take and how Indian companies have addressed the issue.

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