

SWHAP NEWSLETTER DECEMBER 2009

SWHAP 2009 Achievement Award

Atlas Copco South Africa (Pty) Ltd is the winner of the SWHAP 2009 Achievement Award. The award ceremony took place in Stockholm on the World AIDS Day. The SWHAP Board motivation for the award is:

"Due to the continuous commitment and support, Atlas Copco has created a sustainable HIV/AIDS Workplace Programme since 2003. The success is built on the involvement by the workers and the management creating trust around the programme. Benefits are that no employees first tested negative have later been tested positive. Added benefit is that the programme also has led to as estimated one million Rand reduction in risk costs per annum on the pension scheme which also benefits the employees."

The SWHAP Achievement Award was introduced 2008 to encourage and reward successful and innovative workplace initiatives.



*Proud winners of SWHAP 2009 Achievement Award,
Atlas Copco South Africa*

Business Combating HIV/AIDS

The 2009 conference on Business Combating HIV/AIDS took place in Stockholm on World AIDS Day, 1 December, aiming to bring actors in the world of work together to discuss the commitment at the level of the EU, and reinforce it by presenting good practices and lessons learnt and to increase interest for responding to HIV and AIDS among Swedish companies and trade unions. Close to 100 business leaders and representatives from trade unions, organizations and government agencies as well as workplaces in Sub-Saharan Africa took part in the event co-organised with the International Labor Organization.

Keynote speaker at the conference was the CEO and President of Saab AB, Mr Åke Svensson. He was joined in the platform by the President of National Union of Metalworkers (NUMSA) South Africa, Mr Cedric Gina; the State Secretary to the Minister for International Development Cooperation, Mr Joakim Stymne; the Senior Technical Advisor for the ILO Programme on HIV/AIDS and the World of Work, Mr Behrouz Shahandeh; and HIV/AIDS Champion at Atlas Copco South Africa, Mr Siphon Ramanasane.



Participants at the Annual Conference

SWHAP 2009 Annual Conference

On 15-16 October, 120 participants from 50 workplaces and nine countries met in Johannesburg to discuss effective and sustainable workplace programmes related to this year's theme – *Achieving behavioural change*.

As reflected by the theme, increased knowledge and understanding of HIV and AIDS does not necessarily lead to a corresponding change in behaviour. Hence, one of the aims of the conference was to meet to plan for how workplace interventions can be designed to meet the challenge. Through group discussions, the participants gave input on four key themes, identified as being of importance to address HIV and AIDS: circumcision; substance and alcohol abuse; gender, social, cultural and religious issues; and multiple concurrent partnerships. They also discussed what could affect programme interventions in different types of sectors.

World AIDS Day Activities

On World AIDS Day, a wide range of HIV awareness and prevention activities were implemented among the SWHAP companies, reaching workers, their families and the surrounding communities. For example, in Tanzania and Kenya, the following activities were held:

Sandvik Tanzania conducted an internal awareness session on HIV/AIDS and another round of VCT. They also requested employees to contribute gifts such as clothes, shoes, food stuffs among others which they gave to an HIV/AIDS orphanage in the community. Tanelec in Arusha Tanzania conducted an internal awareness session and a march in the community. Atlas Copco Tanzania conducted VCT sessions and continued on with toolbox talks with Peer educators. Tetra Pak Kenya held a VCT week and supported an HIV/AIDS orphanage in the nearby community. Ericsson Kenya conducted VCT sessions and awareness on positive living, stigma and discrimination as part of their activities during World AIDS day. Atlas Copco Kenya had a sports activity themed on HIV/AIDS and held a family and VCT day.

Union Partnership Programme

In Kenya, SWHAP has collaborated with Amalgamated Metal Workers Union and the Kenya HIV & AIDS Private Sector Business Council to assist member companies in stepping up the efforts to combat HIV at the workplace. The project was implemented in three phases namely, Manager Sensitization, Training of Champions, Focal Persons, Training of Peer Educators, Participation in SWHAP Activities and Follow up sessions.



Peer Educators Day in Zimbabwe, 12 November

Spousal Awareness Sessions

Situated within the context of male-dominated industries, an increasing number of SWHAP workplaces have followed the example of Sandvik Zambia and started to involve the spouses of employees as peer educators. One of them is Scanlink, Zimbabwe, where two spousal wellness awareness sessions were conducted by the Zimbabwe AIDS Prevention and Support Organisation (ZAPSO). The information to the spouses had earlier been disseminated to the employees at their workplaces. The idea was to create awareness and the same understanding of HIV and AIDS between the spouses and thereby creating an enabling environment for discussing pertinent issues such as partner testing and voluntary disclosure of HIV status.

In October, Scanlink followed up the spousal awareness sessions by two drama and discussion sessions on the topic "Discordant Couples". The first session was to bring about awareness that it is possible for a couple to go for testing and come up with two different results. The second session covered acceptance by the family to accept discordant results as opposed to victimizing the unfortunate person who tested positive to HIV.

HIV Policy Launches

Ericom Zimbabwe launched their HIV policy in Harare on 29 November. The event was well celebrated and well attended. The policy addresses key issues related to confidentiality, VCT, treatment, family involvement, care & support. An HIV positive pastor from the Methodist church gave a testimony which inspired a close to 100 % VCT uptake.

Ericsson Uganda launched their HIV/AIDS policy on 4 September. At the event, the Managing Director of the company expressed commitment to the Policy and asked the committee members to be creative in designing programme activities.

Zimbabwe PE Network Meeting

A network meeting for peer educators was held on 8 October in Harare. The theme for the meeting was the government roll-out of male circumcision and to provide an opportunity for peer educators to ask questions and dispel myths surrounding circumcision and HIV. Drivers of the epidemic were also discussed in preparation for input at the regional conference. Scanlink and Sandvik were provided the opportunity to present their programmes to other peer educators.

The Swedish Workplace HIV and AIDS Programme wishes you a nice holiday season and Happy New Year. Thank you for your support during the year.

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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