



Swedish
Workplace
HIV/AIDS
Programme

SWHAP NEWSLETTER OCTOBER 2009

Supply chain

The SWHAP supply chain programmes are increasing in number. By reaching companies in the supply chain, it is hoped that many more will benefit from workplace programmes and that a ties between customers and suppliers are strengthened.

Programmes have now been initiated at Tetra Pak and Scania in Kenya; Autoliv, Atlas Copco and Sandvik in South Africa and Dyno Nobel in Zambia. Several other workplaces such as Sandvik Zimbabwe and Eltel in Botswana have also briefed their suppliers on how to set up a programme.

Network Workshop Activities

Network workshops have been organised for the participating workplaces in Botswana, Kenya, Tanzania, South Africa, Zambia and Zimbabwe. At the network meetings in Botswana and Zimbabwe special attention was given to male circumcision as one of the preventive methods. Moreover, the importance of highlighting cultural and gender norms by addressing patriarchy and including men in HIV programmes remained central. At the South African network meetings the main topic was [Sustaining Programmes in Economic Crisis](#) and how to address TB in the programmes. A summary from the discussion on the economic crisis is available at the SWHAP [website](#).

Using Sports in Outreach Programmes

In July, Atlas Copco Kenya held a staff sports day that integrated HIV/AIDS awareness. This was a creative approach to communicating to the staff on HIV/AIDS by avoiding the usual lecture methods and was much appreciated by the staff.

Similarly, Scanlink Zimbabwe and Sandvik Zimbabwe have embarked on a Community Outreach programme where its soccer teams interact with local soccer clubs. Before the start of the game, Peer Educators and Trainers impart HIV/AIDS knowledge and correct condom use to both teams and spectators for about thirty minutes. The attendance per match ranged from 30 to 40 people. This arrangement will help spread HIV/AIDS awareness to the neighbouring community.



Newly trained peer counsellors in Zambia

Peer Counsellors and Union PE

A combined intensive training for peer counsellors was conducted in Zambia in March. A total of 15 people were trained from Atlas Copco, Dyno Nobel and SKF. The course covered a number of topics such as pre-test and post test counselling; counselling for sex and sexuality; empathy and reflection of feelings; management of HIV and AIDS, to mention but a few. Following the training, the participants have entered the practicum phase, attached to the local counselling centres.

The immediate benefit of a workplace having peer counsellors is that they are able to offer the ongoing psycho social support to their fellow employees during regular working hours. The peer counsellors are also a strong pillar in offering post test counselling support to colleagues regardless of the status.

HIV/AIDS e-talks at SKF Revco

At SKF Revco Zimbabwe, HIV/AIDS talk on specific topics through e-mail has turned out to be a successful and appreciated forum to communicate and disseminate HIV/AIDS information among a workforce that is using e-mail in their daily work. Each week, a new topic for discussion is presented. Topics covered in August 2009 included 'small houses' (multiple concurrency), condoms and male circumcision. The theme of each week is, subsequently, discussed during a Friday lunch awareness session hosted by the peer educators.

Workplace Programme Assessments

Between November 2008 and January 2009 a combined KABP (Knowledge, Attitudes, Perceptions and Behaviour) survey was conducted at six SWHAP workplaces in Zimbabwe: Sandvik, Scanlink, Volvo, Dyno-Nobel, Ericom and Atlas Copco. It shows that most of the workers have confidence in their companies' ability and willingness to provide the necessary resources to reduce the impact of HIV. However, stigma still appears to be quite high. This is a concern that should be addressed as stigma and discrimination discourage people from coming out in the open with their status. It also discourages people from being tested for HIV as they feel that if they are found to be positive they will be discriminated against. The KABP survey was conducted as part of a general evaluation of the SWHAP programme in Zimbabwe which concluded that the programme in general had been successful.

Workplace Programmes have also attracted attention from researchers and students. One example is the study *Corporate Citizenship and HIV/AIDS in the Workplace* conducted by a Global Studies Master student from Sweden at two SWHAP supported workplaces in Botswana. The results point at the importance of management-committee-employer communication, being aware of cultural as well as religious values and promoting an all-level response and commitment. If not taking these aspects into account, the programme implementation becomes much more difficult.

SWHAP East Africa Regional Conference

The Annual East Africa Regional Conference was held on 25-26 June in Nairobi. The theme of the conference was *Strategic Directions in HIV/AIDS Programming*. Key outcomes include the importance of proactive planning, budgeting, focusing on specific needs and implementing structurally rather than being an emergency response; that focus should be on prevention to reduce incidence; and to cooperate with other actors like the service providers and the supply change.



Participants at the SWHAP East Africa Conference

Annual Conference in October

SWHAP Annual Conference 2009 will take place in Johannesburg, South Africa on 15-16 October 2009. The theme for this conference is *Achieving Behavioural Change*. The conference will present an opportunity to discuss and exchange experiences on not only how to promote information about HIV and AIDS, but also on how to ensure that this knowledge is translated into a change of behaviour. To realize this, aspects relating to culture, gender and the latest findings on promoting behavioural change are to be discussed.

Business Combating HIV/AIDS

The 2009 conference on *Business Combating HIV/AIDS* is to take place in Stockholm on the occasion of World AIDS Day the 1 December. The event brings together companies, trade unions and other organisations to discuss, share experiences and gain insights on how business and trade unions can successfully contribute to the prevention of the spread of HIV and to mitigate its impact on the workplace level. This year a special focus is on the role of the European Union and the conference is co-organised with the International Labour Organization (ILO). During the *Business Combating HIV/AIDS* conference the ceremony for the winner of the *SWHAP 2009 Achievement Award* will take place. The award is established to reward the best and most innovative HIV/AIDS workplace programme of the year.

Welcome to our new SWHAP partners

SWHAP would like to say a warm welcome to Tigo in Tanzania, Ericsson in Tanzania, Assa Abloy in Kenya, Raffia Mozambique, Raffia Tufbag in South Africa, Denel Saab Aerostructures in South Africa and Tusilago in Zimbabwe who are workplaces that have recently joined the SWHAP network. Activities planned for range from workplace prevention programmes, treatment, care and support. VCT remains high on the agenda.



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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