

## NEWSLETTER AUGUST 2008

### Extension of the SWHAP

The Steering Group of the SWHAP has recently submitted a proposal for extension and continuation of the programme to the Swedish International Development Cooperation Agency (Sida). A decision on a possible continuation of the programme is hoped for by the end of the year.

The proposal was based on the conclusion from the regional conference held in July 2007, an evaluation made of the SWHAP as well as a workshop with the national coordinators.

### Supply Chain Initiatives

A SWHAP supply-chain programme has recently been initiated in South Africa in cooperation with several Swedish companies and the South African Business Coalition on HIV & AIDS. The main purpose of the programme is to develop the capacity to fight HIV/AIDS in the Swedish companies' supply chain. Through doing that it is also aimed for that leadership in the Southern Africa region in managing HIV/AIDS is demonstrated and that international quality practice in respect of how the private sector responds to HIV/AIDS is developed.

Pilot supply chain programmes are also developed in a couple more SWHAP countries. Thus, by the end of the year, it is hoped that the SWHAP has developed good examples on how to run supply chain programmes in different settings and countries.

### Union Cooperation in Kenya

The SWHAP in Kenya is currently planning a joint initiative with the Amalgamated Union of Kenya Metalworkers. It is aiming at spreading the experiences of the workplaces supported by the SWHAP through the network of the Amalgamated Union and the workplaces where it is present.

### Co-funding Approved

Only during the last two months, co-funding has been approved by the SWHAP to six workplace programmes in three countries. The SWHAP is currently co-financing 27 workplace programmes and 50 workplaces are participating in the SWHAP networks in Botswana, Kenya, South Africa, Tanzania, Uganda, Zambia, and Zimbabwe.

### Joint SWHAP Outreach in Zambia

During the last days of May, the partners of the SWHAP in Zambia co-organised a joint outreach activity at the Copperbelt Agriculture and Mining Show. In the SWHAP stand, the peer educators from Atlas Copco, Dyno Nobel, Sandvik and SKF met show goers and informed them about HIV and AIDS. The partner New Start was also offering free VCT to the show goers at the SWHAP stand. Apart from reaching out to individual show goers, the SWHAP companies spread information about the importance of having workplace programmes.



The joint SWHAP stand at the show.

### SWHAP in Botswana

Since the launch of the SWHAP in Botswana in October last year, all seven companies involved (namely ABB, Atlas Copco, Eltel, Ericsson, Sanitas, Scania and Volvo) are on the verge of finalizing the first step in the programme: All workplaces engaged in the SWHAP have completed joint management/board sensitization sessions in March; most of them have completed HIV/AIDS awareness sessions for all staff; and more than half of them have trained a workplace steering committee. Moreover, all companies have developed and established a workplace HIV/AIDS policy. This lays a solid foundation for the companies to now start to plan what kind of programmes and interventions they could undertake in the future. Such programmes will be planned jointly by the management and the workers. Moreover, counseling services by an independent provider are increasingly being utilized by the companies' staff and their families. The services entail professional psychological telephonic counseling, voluntary counseling and testing, as well as supportive advice for all staff currently on ARV drug therapy.

The International Council of Swedish Industry (NIR) and the Swedish Industrial and Metalworkers' Union (IF Metall) have jointly decided to initiate and implement a long-term programme to support and contribute to the establishment of HIV/AIDS programmes at Swedish-related workplaces, through projects in Sub-Saharan Africa. The Swedish Workplace HIV/AIDS Programme (SWHAP) is financially supported by the Swedish International Development Cooperation Agency (Sida). However, Sida is not responsible for the content of this newsletter.

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### Herbal Gardens in Zimbabwe

Several SWHAP supported workplace programmes are also tackling nutrition. For example, distributing food-packs for positive employees and their families or demonstrating how vegetables could easily be grown by the employees.

Another initiative taken by some companies have been to establish herbal gardens at the company premises. For example, in addition to a nutrition training Dyno Nobel in Zimbabwe organised a two-day Herbal garden technical training (with 15 peer educators participating). The purpose of the herbal garden is to begin to build towards nutrition education and treatment literacy where employees can learn how to use natural remedies to boost their immune systems, treat common ailments and other opportunistic infections.

A total of 26 herbs were planted in a small plot in front of the administration block at one of the plants. These plants have various remedy potential including immune boosters, appetite enhancers, treatment for herpes, diarrhoea and common colds. Apart from harvesting the plants, the employees will get stems for replanting in their own gardens.



Peer educators planting the herbal garden.

### SWHAP in Sweden

At the occasion of the visit of the national coordinators to Sweden, a seminar was organised at NIR drawing participants from companies, NGOs, trade union, as well as ministries.

During the IF Metall Congress, the more than 1000 participants had a chance to learn more about the SWHAP through an information stand and the screening of a film.

### Sandvik Zambia Programme Commended

The effort Sandvik Zambia has devoted to reaching out to women was commended by the 2008 GBC Awards for Business Excellence. The awards are earned by companies that have demonstrated extraordinary commitments, actions, and results. This fits well into the actions that Sandvik has taken with its women's clubs in its workplace programme in Zambia:

"Situated within the context of Zambia's male-dominated mining industry, Sandvik's Women's Clubs provide a glimpse of the tremendous potential of HIV/AIDS programming for women and girls to serve as a catalyst for empowerment in the workplace and community. In 2005, Sandvik established Women's Clubs in four towns in Zambia where the company has major operations. Women's Clubs are completely member-driven; their activities include trainings and workshops on topics such as sexual harassment and income generation, which help educate women and girls about HIV/AIDS while creating a safe space for open discussion. Program activities at Women's Clubs are coupled with community outreach by Sandvik experts (including monthly talks on HIV/AIDS, hygiene and infant care for new mothers), and counseling and support services at Kitwe Central Hospital, Salem Children's Village and community organizations. Program staff, volunteer counselors and peer educators also facilitate discussions with couples about voluntary counseling and testing (VCT) in employees' homes to address stigma and increase VCT uptake."



Spouses training at Sandvik

### Regional Conference in November

The SWHAP is planning a regional conference for the participating workplaces the 6-7 November. It will be similar to the regional conference held in July 2007. Additionally, a first of December conferences is planned for company head quarters in Sweden.

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