

SWHAP Newsletter November 2012

SWHAP Achievement Awards 2012

Congratulations to Metso Minerals, South Africa, who were presented with the SWHAP Achievement Award for Most Comprehensive Programme at an awards ceremony held on the 31st October in Johannesburg. This is the second time they have won an award since starting their programme in 2010. Metso was previously awarded for Best Progress in 2011.

Atlas Copco, South Africa, were presented with a special award for Sustained Best Practice in recognition of their inspiring and effective programme they have been running since 2003.

Other winners of SWHAP Achievement Awards were Scania, South Africa, for Most Innovative Programme and Tigo, Rwanda, for Best Progress. The recipients for National Peer Educator Achievement Awards were: Joseph Warioba, Sandvik Tanzania; Mercy Nicole Awuor, Scania-Kenya Grange, Kenya; Edmond Machokoto, Revco, Zimbabwe; Molatlhegi Gondo, ABB, Botswana; Presto Bungwa, Atlas Copco, Zambia; Skhumbuzo Stemela, Tetra Pak, South Africa.

Speaking at the ceremony, guest of honour Justice Edwin Cameron, a well-respected judge of the South African Constitutional Court and Human Rights and AIDS activist, congratulated the companies and Peer Educators for the work they are doing internally as well as in their communities.

SWHAP 2012 Annual Conference

“Moving forward to Wellness: Building upon 8 years of successfully responding to HIV and AIDS”, was the theme for the 2012 SWHAP Annual Conference held in Johannesburg from the 31st October to the 1st November. The conference was a celebration of 8 years of cooperation in addressing HIV and AIDS in the workplace between management, workers and their trade unions.

As the Chair of the SWHAP Board, Lars G Malmer, noted in his opening address, since SWHAP started in 2004, over 135 workplaces in 12 countries have been supported to establish HIV and AIDS workplace programmes, reaching over 20,000 employees, 3,000 family members and over 3,000 community members per year. Almost 40,000 people have been trained since the inception of the programme with almost 500 Peer Educators and 150 spouse Peer Educators receiving specific training each year.



Award winners for the Most Comprehensive Workplace Programme. The awards were presented by the Chair of the SWHAP Board, Lars G Malmer (far left), board member Birgit Birgersson-Brorsson (second from right) and special guest Justice Edwin Cameron (third from left).

The keynote address was delivered jointly by Tom Johnstone, President and CEO of SKF, and Anders Ferbe, President of IF Metall. The speakers highlighted the partnership between companies and unions in responding to HIV, as well as the importance of integrating HIV and “Health and Wellness” into a company’s processes in order to achieve a happier and more productive workforce.

The conference was also an opportunity for SWHAP to share with its partners the vision for the new broader Wellness approach to tackling HIV and AIDS. This approach will create a stronger programme that will be wider in its reach and impact.

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.

Contact: Programme Coordinator John Viner, info@swhap.org + 46 8 783 82 92 or + 46 707 919 905 or visit www.swhap.org

Welcome to the DRC!

With a nationwide HIV prevalence of 3.04% (PNLS), the DRC may not seem like a cause for concern compared to other countries in east and southern Africa where the prevalence is as high as 15% (UNAIDS). However, given the dynamic and mobile nature of the population as well as effects of decades of civil war this situation left unaddressed could spell a potential disaster where the HIV pandemic is concerned. SWHAP is joining other actors in promoting effective and comprehensive interventions in the DRC.



Group discussions on workplace policies

The SWHAP DRC rollout kicked off in September with management sensitisation sessions. Members of the SWHAP team visited Swedish companies who were eager to implement HIV and AIDS programmes in their workplaces. ABB, Ericsson and SODEICO (a Swedish owned recruitment agency) have already started and it is expected that other Swedish companies operating in the DRC will join them in the near future. Steering committee training workshops were conducted in October, and the companies have started working on their activity plans and policies to prepare for the official launch.

ABB and Sandvik Employees Commemorate Mandela Day in South Africa

In honour of [Mandela Day](#), Peer Educators from Sandvik Jet Park extended their workplace programme to impact their community. They visited St Francis Care Centre, a hospice treating people living with HIV and AIDS, as well as Rainbow Cottage, a home for abandoned and orphaned children. The Peer Educators donated food,

toiletries, cleaning materials, clothes and a heater for the children.



Sandvik Peer Educators donating gifts to Rainbow Cottage

ABB employees raised 8,475 Rand (approx. 1000 USD) to contribute towards the Noah Winter Drive for children at the Katlehong and Ivory Park Arks. This money was used to buy mattresses and blankets as well as treating the children to hot meals and toys. Of the 3.6 million orphans in the country, half are as a result of HIV and AIDS.

Supply Chain Success

In 2011 Sandvik Zimbabwe mentored 7 companies through a supply chain programme using the SWHAP model. One of the mentee companies, Freda Rebecca Mine, has since then recorded a drastic reduction in sick days from 1000 to 200 days per month as a result of the effectiveness of their workplace programme. The Mine has also registered their clinic with the Ministry of Health as an Anti-Retroviral and Treatment Centre, encouraging most of their employees who were registered with the National Hospitals Opportunistic Infections (OI) Centres to transfer to the on-site clinic. This move has contributed to the reduction in man hours lost as many employees are now avoiding the queues typical of OI Centres in Zimbabwe. Additionally, Freda Rebecca has trained 50 Peer Educators.

New SWHAP Board Member

SWHAP is delighted to welcome Mr Inge Horkeby to the SWHAP Board. Mr Horkeby is Director Environmental Affairs/Environmental Auditing at Volvo AB, where he has worked since 1974. He brings to SWHAP many years of experience in environmental issues and responsible business.

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