



Swedish  
Workplace  
HIV/AIDS  
Programme

## SWHAP Newsletter March 2013

### SWHAP in 2012

- Approximately 209 workplaces were supported in over 100 companies (including 38 supply chain and mentored companies) in 11 countries, reaching over 23,000 employees, approximately 1,900 family members and 1,300 community members.
- Over 506 Peer Educators and 136 Spouse Peer Educators were trained.
- Over 8,600 workers attended some form of HIV & AIDS training
- 31 network meetings were held in 9 countries.
- Average VCT uptake at workplaces was 60%.

### HIV & AIDS and Wellness – A Strategic Move

In March, CEO forums were organized in Botswana and Tanzania, bringing together various stakeholders to network, share experiences and best practices. On the 14<sup>th</sup> of March, SWHAP in Southern Africa in conjunction with the Botswana Business Coalition on AIDS (BBCA) held a breakfast seminar for CEOs and managers from SWHAP partners as well as BBCA member companies. The theme of the seminar held in Gaborone was “**HIV/AIDS & Wellness Programmes – Business Strategic Response**”, the objective of which was to sensitise management on the value addition of workplace HIV & AIDS and Wellness programmes to the business bottom line. SWHAP shared its achievements in implementing workplace HIV and AIDS programmes and presented the programmes’ transition towards workplace wellness. From 2013 the SWHAP programme will take a broader approach to scaling up the response to HIV and AIDS, looking at physical, psychological and societal health linked to HIV and AIDS. This will create a programme that not only has a wider impact but is also more effective.

In Tanzania, SWHAP partnered with the Tripartite Plus Forum for a CEO forum. The Tripartite Forum brings together business associations, trade unions, the ILO as well as the government, and is well regarded in Tanzania for its coordination of the HIV and AIDS response in the private sector.

### ABB, Ericsson and SODEICO Policy Launch

Congratulations to ABB, Ericsson and SODEICO who launched their HIV and AIDS policies in Kinshasa. The joint policy launch was attended by the Ambassador of Sweden to the DRC, Sida representatives, the General Secretary of the DRC National HIV and AIDS Council and representatives from the Congolese Union Coalitions.

Speaking at the occasion Ambassador Mette Sunnergren noted that HIV was a serious issue affecting Sub Saharan Africa and constraining the region’s development. SWHAP and its partners were recognised by the Congolese National AIDS Council (PNMLS) General Secretary for contributing to the national response to HIV and AIDS in the DRC. The event was a great success and well publicised in the country’s media.



*Seated from left to right, the Union President, the Managing Director and the Admin/Finance Manager sign the SODEICO policy while the Congolese AIDS Council General Secretary (far left) and the Swedish Ambassador (far right) look on.*

### Peer Educator Training

Complementary to the SWHAP wellness approach, training was conducted in February for South African peer educators in diabetes, blood pressure, Body Mass Index (BMI) and cancer. While most peer educators within the SWHAP networks are well versed on HIV and AIDS, capacity building is necessary to give them a broader view of some of the other common chronic illnesses that affect workplace wellness and consequently business productivity. Some of these conditions such as diabetes impact the

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immune system and can cause complications in treatment of HIV. Glucose, cholesterol and blood pressure testing was offered to all participants to give them first-hand experience of the testing process. All 30 participants had an opportunity to sit with a nurse and learn of their individual health status.



In related news, South African occupational health professionals from Sandvik, Tetrapak, AssaAbloy, HemoCue and Autoliv attended a workshop designed to increase their clinical knowledge and skills, to effectively diagnose, treat and care for HIV infected employees and their families and to facilitate the migration of the SWHAP programme towards Wellness. The new South African National Standards (SANS) 16001:203 Wellness and Disease (including HIV and TB) Management System was also discussed in detail. This standard has been developed to assist organisations to implement minimum standards for wellness and disease management systems.

#### **Metso Vereeniging – Peer Educators on the Move**

Peer Educators are the backbone of many workplace programmes. To promote the sustainability of their peer education programme, Metso South Africa have developed a strategy for 2013 focusing on peer educators. Metso have innovatively created job descriptions for their peer educators to ensure the function is a key performance indicator. The peer educator strategy was formally launched in early March in Vereeniging. During the launch, peer educators introduced themselves and explained their motivation for becoming peer educators as well as their role in the workplace.

#### **Mahuswa Women’s Economic Empowerment Project**

According to the World Health Organisation (WHO), the prevention of HIV infection amongst sex workers can potentially improve the health of the individual sex worker as well as slow HIV and STI transmission in the wider population. SWHAP in partnership with Sandvik Zimbabwe and Zimplats launched an HIV and AIDS prevention and empowerment project for the commercial sex workers in the Mahuswa informal settlements at Zimplats Mine in September 2012. To read more on how this programme will be of benefit to all parties involved please follow the [link](#).

#### **Responsible Love**

Atlas Copco Zimbabwe tapped into Valentine’s Day celebrations to raise awareness on HIV and AIDS. The lunch-time awareness session promoted responsible loving, addressing infidelity, sexual practices in extra-marital relationships, correct and consistent use of condoms and sticking to one faithful and uninfected partner. The Atlas Copco message was centred on the responsibilities involved in a loving relationship: **“Love always involves responsibility and love always involves sacrifice. We do not really love our partners unless we are prepared to protect them”**



#### **facebook**

In addition to the website [www.swhap.org](http://www.swhap.org), SWHAP now has a presence on Facebook. Click on the Facebook icon above or search within Facebook for “Swedish Workplace HIV & AIDS Programme” – and like us! The page aims to broadcast news from SWHAP to a wider audience and, we hope, will develop over time to an on-line SWHAP community.

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