



Swedish Workplace HIV/AIDS Programme



IFMETALL

NIR

Näringslivets Internationella Råd
International Council of
Swedish Industry

Swedish Workplace HIV and AIDS Programme (SWHAP)

The HIV pandemic has dreadful humanitarian consequences as well as enormous effects on households, businesses and societies at large. With more than 33 million people infected, there is no doubt that everyone must contribute to the prevention of further spread of HIV and to alleviate the effects of the ongoing pandemic.

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).

SWHAP is an example on how companies, management, employees and their trade unions together can contribute to a successful programme in order to save lives and secure future markets. Many of the biggest Swedish related companies are partners in the programme.

SWHAP supports workplace programmes that provide training, voluntary counselling and testing, as well as early access to treatment. Through a high participation of employees, the programme has resulted in healthier people and more productive companies. The programme has so far reached more than 20,000 employees directly and far more through family and community activities.

SWHAP is an example of a successful private-public partnership in international development cooperation.

Programme Objectives

- ✂ Assist employers and employees at Swedish related workplaces to respond to the HIV pandemic.
- ✂ Document and spread the experiences of workplace programmes.
- ✂ Influence and inspire other actors in the field by sharing the experiences.

The objectives are reached through providing know-how and support to the workplaces; organising network activities; undertaking evaluation and research; as well as providing co-funding for individual workplace programmes and interventions.



SWHAP Secretariat

P.O. Box 5501, SE-114 85 Stockholm, Sweden

E-mail: info@swhap.org Website: www.swhap.org

Workplace Programmes

The workplace is an ideal arena to address the causes and implications of HIV and AIDS. We spend a lot of time at work and attitude formation and behaviour change are greatly connected to working life and work culture.

A key element for success of the workplace programmes is that the identification of needs and the formulation of programmes, as well as the actual implementation process at the workplace, are the joint responsibility of management and employees. Thus, the formation and efforts of workplace committees, with representatives from both management and employees (i.e. trade unions where present), are an essential part of the process. In order to receive co-funding from SWHAP, the workplaces must also have an HIV/AIDS-policy that ensures confidentiality of the employees' HIV status, non-discrimination of HIV infected employees as well as takes gender issues into consideration.

Activities

The workplace committees plan and implement activities for their employees, often including also the employees' families and the surrounding community. Although the approach is amended to meet the special requirements and needs of each country and each particular workplace, certain commonalities distinguish the way the workplaces choose to implement their activities. Normally the workplace programmes include the following components:

1. Information and awareness raising schemes for employees and employers
2. Creation of HIV and AIDS committee and policy
3. Voluntary counselling and testing (VCT)
4. Peer education training
5. Healthcare (nutrition, medication etc)
6. Involvement of the employees' families
7. Community outreach activities and mentoring of other companies





The Swedish Workplace HIV and AIDS Programme (SWHAP) is a joint initiative by the International Council of Swedish Industry (NIR) and the Swedish Industrial and Metalworkers' Union (IF Metall). It is a long-term strategy to contribute to the establishment and/or support of HIV and AIDS programmes at Swedish-related workplaces in sub-Saharan Africa. SWHAP is an example of how management, employees and trade unions can contribute to a successful intervention that saves lives and secures future markets. Since 2004, this programme has been helping companies invest in workplace programmes that reverse the negative impact of HIV and AIDS.

SWHAP provides support for HIV workplace programmes in over 100 workplaces in in Botswana, DRC, Ghana, Kenya, Namibia, Nigeria, Rwanda, South Africa, Tanzania, Uganda, Zambia and Zimbabwe. The programme is cofunded by the Swedish International Development Cooperation Agency, Sida, and the Norwegian Agency for Development Cooperation, Norad.

www.swhap.org



IFMETALL

IF Metall is a merger between the Swedish Industrial Workers' and the Swedish Metalworkers' Union with more than 370,000 members at more than 12,000 workplaces, affiliated to 37 local branches. IF Metall works in the interests of its members and in support of a democratic and equal society where everyone must have the right to a decent and secure job.

www.ifmetall.se

NIR Näringslivets Internationella Råd
International Council of
Swedish Industry

The International Council of Swedish Industry (Näringslivets Internationella Råd, NIR) is an independent associate to the Confederation of Swedish Enterprise, Sweden's major business organisation, representing some 60,000 member companies. NIR is commissioned to support and broaden the scope of operations of Swedish business in markets characterised by political, economic or social complexities.

www.nir.se