

SWHAP Newsletter June 2013

Sandvik Zimbabwe Award Winning Programme

Congratulations to Sandvik Zimbabwe who were awarded the Zimbabwe National Chamber of Commerce (ZNCC) first runner up for **Best Corporate Social Responsibility – HIV & AIDS Programme 2012**. The ZNCC annual awards recognise outstanding business leaders and companies striving to create sustainable businesses where corporate social responsibility is not just a peripheral activity but mainstreamed into business processes.

Sandvik Zimbabwe partnered with SWHAP in 2007 to address HIV and AIDS in their workplace. The HIV and AIDS programme expanded over the years to incorporate wellness, based on the belief that productivity was not only linked to physical well-being but also to mental, social and spiritual well-being. For Sandvik, workplace wellness is seen as a business strategy that should attract and retain employees. The Sandvik programme is well regarded and they have been called to share their experiences with the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) partners in Zimbabwe as well as at the recent family wellness day for the Embassy of the Kingdom of the Netherlands.



Accepting the award on behalf of Sandvik, from left Shupikai Gwanzura, Human Resources Officer, and Patricia Munetsi, Human Resources, Manager

Saving Lives through Workplace Wellness Programmes

Importantly when dealing with HIV, research has found that there is a higher acceptance of HIV testing when it is offered as part of a more comprehensive health test.

Workplace wellness days can save lives as management at Atlas Copco South Africa discovered last month. On the 8th and 9th of May, Atlas Copco South Africa held wellness interventions for employees at their Witfield branch. During the VCT (Voluntary Counselling and Testing) and wellness testing an employee was found to have a life threatening glucose reading of 26.4, far above the normal range of between 5 and 8. Quick action on the part of Atlas Copco and their service provider resulted in the employee being referred for emergency treatment. Atlas Copco South Africa is one of the many companies within SWHAP that has a comprehensive workplace wellness programme which identifies health risks faced by employees and follows up with them to encourage positive behaviour change.

Many people in the workplace are not aware that they are affected by or at risk of chronic illness. At the employee level the main aim of workplace wellness programmes should be to create behaviour change where employees take ownership of their health and move away from the reactive behaviour of only seeking medical attention when they are ill. While at company level testing for the major chronic conditions helps management to identify risks and implement specific strategies to mitigate these risks.

Raising awareness on SRHR of vulnerable groups

SWHAP partners throughout the region hold quarterly network meetings for peer educators and HIV and AIDS steering committee members which allow for sharing and exchanging of knowledge and experiences, a key component for the success of programmes.

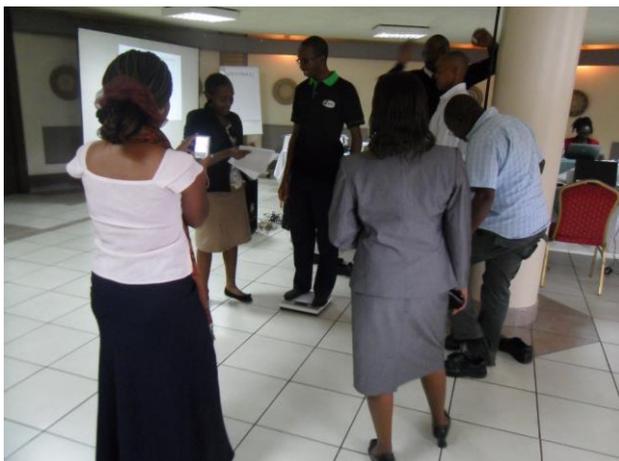
The Swedish Workplace HIV and AIDS Programme (SWHAP) is a long-term strategy to support the response to HIV and AIDS at Swedish related workplaces in sub-Saharan Africa. SWHAP is a joint programme between the International Council of Swedish Industry (NIR) and the Swedish Industrial and Metalworkers' Union (IF Metall). It is financially supported by Sida and Norad.

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

Traditionally stigmatised groups such as MSM (men who have sex with men) are at a higher risk of contracting HIV. Laws and social customs in many countries condone discrimination against the populations who are most at risk of HIV, complicating efforts to deliver lifesaving services ([AIDS Alliance](#)). Workplaces can be an important entry point for raising awareness on the sexual and reproductive health rights (SRHR) of vulnerable and most-at-risk populations as highlighted at the first network meeting for Democratic Republic of Congo (DRC) steering committee members. A testimony by Bennie, an MSM, casual sex worker, HIV activist and Peer Educator, addressed many misconceptions concerning MSM in the DRC.

Networking

At a recent network meeting in Kenya SWHAP partner Hemocue demonstrated a simple cost benefit analysis in relation to screening for kidney function versus the consequences of not screening. The exercise clearly showed the cost of annual screening over an average adult life time is less than the cost of one dialysis session. Chronic kidney disease is a key determinate of the poor health outcomes of major non-communicable diseases. Early detection is important as chronic kidney disease symptoms only show up after a large part of kidney function has been lost. HIV positive individuals can be at added risk of acquiring kidney disease as a result of their medication or the damaging effects of the virus.



Measuring BMI at the Kenya Network Meeting

In other networking news, Peer Educators from Botswana, Namibia, South Africa, Zambia and Zimbabwe came together in April to discuss changes in their roles with the expansion of HIV and AIDS programmes to incorporate wellness.

Peer Educators were trained on the 10 domains of wellness and have started sharing these with colleagues in the workplace. To read more on Peer Educator interventions and the 10 domains of Wellness please follow the [link](#).

Spousal Network Meetings

Spousal Network Meetings were held in Zimbabwe and Zambia in April and May respectively. 132 spouses attended the trainings which addressed the intersection between HIV and wellness focusing on strengthening the spouse's awareness of their risk to HIV and non-communicable diseases. At the end of the training spouses were able to communicate the basic facts on the current state of the HIV pandemic and its impact on women and girls including factors that put women and girls at higher risk of infection. To read more on how SWHAP supported workplaces are bridging gaps in knowledge and treatment between employers and spouses please follow the [link](#).



Spousal Network Meeting Zambia

World Malaria Day

SWHAP-supported companies joined the World Health Organisation and other actors in observing World Malaria Day on the 25th of April by raising awareness and distributing treated bed nets to their employees. Malaria causes 660 000 deaths globally with 91% of these deaths occurring in Africa. (World Health Organisation) Additionally, malaria has proven to worsen the effects of HIV and AIDS, and vice versa, as both diseases interact negatively with each other.

New member of the [SWHAP team](#)

SWHAP is delighted to welcome Mr Chipso Chiiya, Programme Assistant for Southern Africa, based in Lusaka, Zambia. chipso@swhap.org

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