



# SWHAP Newsletter August 2013

## Union Partnership Programme

SWHAP Kenya in partnership with the Amalgamated Metal Workers Union organised the first workshop for 30 affiliate unions as part of the SWHAP Union Partnership Programme on the 25<sup>th</sup> of June in Nairobi. The purpose of the workshop was to give the participants an understanding of the SWHAP implementation model and to encourage union representatives to advocate for setting up structured workplace programmes in their respective companies. The workshop also facilitated sharing of experiences from workplaces with on-going programmes on the process of negotiating HIV and AIDS clauses in Collective Bargaining Agreements. This is important as formulation and implementation of workplace policies and collective bargaining agreements can scale up interventions addressing HIV and AIDS in the workplace resulting in more organised and sustainable interventions. The SWHAP Union Partnership Programme builds on SWHAP knowledge and aims to spread the lessons learnt to companies where the unions are represented, creating capacity both within the union and at the individual workplaces.

## Mahuswa Netball Tournament

On the 18<sup>th</sup> of July SWHAP, Sandvik and Zimplats organised a social netball tournament in the Mahuswa informal settlements at Zimplats Mine. Five teams participated in the tournament, three comprising commercial sex workers, and the other two from contractors and wives of Zimplats employees. The tournament was part of the HIV and AIDS prevention and empowerment project launched by the three organisations in September last year. The objective of the project is the reduction of high risk sexual practices amongst the sex workers in the area and strengthening the prevention of HIV and AIDS as well as Sexually Transmitted Infections (STIs) through increased awareness and access to treatment. Prior to the tournament, kit and balls

were donated to the “Mahuswa Explorers”, a group of sex workers who received HIV and AIDS peer education training last year and now meet regularly to encourage safe sexual practices amongst their peers. Sandvik presented small awards to the top three teams.



*Mahuswa Explorers Netball Team*

## Wellness Days

Wellness days at SWHAP partner companies continue to be opportunities for employees to be proactive about their health, learn their HIV status and for employers to assess their risk profiles. Generally, health tests are conducted for glucose, blood pressure, Body Mass Index (BMI), with Voluntary Counselling and Testing (VCT) being at the centre of all testing. During June and July, wellness days were held at various companies in Botswana, Namibia, Kenya and South Africa. Over 424 employees learnt their HIV status. In this way the companies are contributing to the ILO “VCT @ Work” Campaign that aims to encourage the provision of voluntary and confidential HIV counselling and testing for 5 million working men and women by 2015.

At the Employee Wellness Day initiative held at ABB sites in South Africa, 349 employees participated in VCT and 428 were screened for glucose, cholesterol and blood pressure all in one day! Each employee was given a personalised print-out of their ideal health profile, current health status and information on the management of any chronic diseases. The

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statistics from the wellness day will be used to create a risk profile for ABB.

Peer Educators at ABB were instrumental in motivating their peers to attend the event, explaining the rationale of the wellness day, the company's commitment to their health and the benefits for employees and their families. To encourage maximum participation from all employee groups there were many other supplementary services on offer after the health testing. This ranged from fitness advice, blood type testing and nutritionists. Employees were grateful to take some time out in their busy day to focus on their individual well-being. Of importance is that most of these supplementary activities were at no cost and realised through initiatives of the Peer Educators and the steering committee. For example, blood type testing was done by the blood bank who in return gained new blood donors.

ABB is one example of how the commitment and dedication of management and peer educators can give service providers a platform to showcase and offer health-related information that not only empowers the workforce but gives a profitable return on investment in the future growth of the company.



*Health tests at Scania Namibia Wellness Day*

### **Tamarind Translations Policy Launch**

Congratulations to Tamarind Translations, who launched their HIV and AIDS policy on the 12<sup>th</sup> of July at Lukenya Gateway Resort in Nairobi. The launch was attended by champions from various SWHAP partners in Kenya including SKF, Assa Abloy, Scania, Hemocue and Volvo Auto Sueco. At the launch the Managing Director of Tamarind, Thephan Marube, led by example taking part in

screening for kidney diseases, diabetes, cholesterol, blood pressure, BMI and VCT. As part of their workplace programme Tamarind launched an e-wellness forum, TFL SWHAP, in 2011 providing a platform for discourse on issues around HIV and AIDS as well as health and wellness for their translators and consultants. Through this wellness blog Tamarind is facilitating free VCT and health screening for 50 members. Additionally the company has partnered with pop stars Syrona Ma'rie and Angelee to raise the visibility of their workplace wellness programme and promote awareness amongst the consultants that they work with.

### **"Getting to Zero at Work" ILO Posters**

The International Labour Organisation's campaign "Getting to Zero at Work" recognises the important role workplaces play in addressing the impact of HIV and AIDS. To download posters from SWHAP and its partners in support of this initiative please go to the SWHAP [website](#) or alternatively please visit the ILO Getting to Zero [website](#).

### **Welcome to new SWHAP Partner**

SWHAP would like to extend a warm welcome to Tigo DRC who are the latest addition to the SWHAP network. Management sensitisation was conducted on the 4<sup>th</sup> July and steering committee training has been scheduled for the end of August. Tigo DRC joins Tigo Rwanda and Tigo Tanzania as SWHAP-supported workplaces addressing HIV and AIDS and lifestyle diseases. Addressing lifestyle diseases such as diabetes is of particular importance to Tigo Tanzania who recently lost a senior manager to the disease.



*Steering Committee training at Tigo Tanzania*

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