

SWHAP Newsletter November 2013

Ericsson and Scania Hazida Zambia Programme Launch

Congratulations to Ericsson and Scania Hazida Zambia who launched their HIV & AIDS and Wellness Programmes at a joint ceremony in Lusaka. The event was attended by the Ambassador of Sweden to Zambia, H E Lena Nordström, and Adam Lagerstedt, the First Secretary of Health Systems and Financing. Speaking at the launch Ambassador Nordström recognised SWHAP as a good example of development cooperation with a unique model of partnership which made use of private sector resources to augment national responses and with a co-funding model that promotes sustainability. She also commended Scania and Ericsson for taking the initiative to address their employees' health concerns.



From left: First Secretary, Adam Lagerstedt; Ericsson Country Manager, Matthews Mweva; Ambassador Nordström; and Scania Hazida Manager, Andrews Mumba

NUMSA Peer Educators Workshop

In September SWHAP in collaboration with the National Union of Metalworkers of South Africa (NUMSA) and Solidarity Centre, held a workshop for Peer Educators from the SWHAP network and NUMSA represented workplaces. The workshop was an opportunity to share best practice and lessons learnt in HIV and AIDS programmes and to support the development of the NUMSA HIV and AIDS Policy. In her opening address, Christine Olivier, 2nd Deputy President of NUMSA, expressed

appreciation of NUMSA's longstanding relationship with the organisations, noting that addressing HIV and AIDS required the commitment and support of all stakeholders. SWHAP and Solidarity Centre have run different programmes to build capacity in addressing HIV and AIDS within NUMSA supported workplaces. SWHAP is continuing this work with NUMSA to strengthen its internal programme. Evaluations from both organisations revealed that union involvement in workplace programmes enhanced participation from the workforce. Presentations from SWHAP highlighted the strengths of the programme particularly its structured nature, representative steering committees and opportunities for networking.



Peer Educators sharing experiences during the workshop

Addressing Gender in the Workplace

Addressing harmful gender norms and stereotypes is essential for reducing HIV risk and improving reproductive health outcomes for both men and women. Gender inequality makes women more vulnerable to HIV and AIDS and is a key driver of the HIV epidemic in sub Saharan Africa. Three examples of how SWHAP is encouraging workplaces to promote understanding of the gender differentiated vulnerabilities and risks to HIV and AIDS and to design responses sensitive to the differing needs of men and women are featured below.

1. South Africa-Celebrating Women's Month

August is Women's month in South Africa and a time to reflect on the progress being made towards

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gender equity and empowerment of women. Many SWHAP partners in South Africa commemorate this month through activities highlighting gender issues in the workplace and social structures that perpetuate the abuse of women, important given the high levels of Gender Based Violence (GBV) in the country. At Metso, seminars were held on sexual harassment in the workplace, rape and GBV, after which handbags were collected for donation to the Jes Foord Foundation. This is a charity which collects and distributes handbags full of much needed personal supplies such as toiletries and clean underwear for rape victims.

2. Southern Africa – Addressing Men’s Sexual Health Issues

Sexual health is a source of concern for many men, yet most are uncomfortable talking to their doctors about this subject and generally exhibit poorer health seeking behaviours compared to women. Working in partnership with PADARE “Men’s Forum on Gender” in Zimbabwe and Men’s Clinic International in Botswana, SWHAP held three dialogues on men’s sexual and reproductive health, in Botswana, Zambia, and Zimbabwe. The dialogues allowed more than 120 male employees to explore the foundations of their sexual behaviour and concerns relating to male infertility, prostate health, sexual dysfunction and sexually transmitted infections including HIV. Topics such as “Masculinity as a barrier to men’s sexual and reproductive health” created a context for men to start open, honest discussions about issues affecting their decision making processes in relation to safer sexual practices. The dialogues also emphasised the importance of men and women as partners with shared responsibilities in family planning and reproductive health.

3. DRC – Sodeico Women’s Wellness Day

Although a relative newcomer to the SWHAP partnership, Sodeico is already striving to address gender issues in its workplace programme. The company transformed their annual Women’s Day Raffle Dinner to a Wellness Day for their female employees. Of the 123 women who attended the event, 86% participated in VCT with the majority finding out their status for the first time. Those who tested positive were placed under a local treatment, care and support programme. Awareness sessions on family planning and female condom demonstrations were designed to empower the

women with control and choice over their sexual health.

Raffia Bags Netball Tournament

Sports can play an effective role in HIV & AIDS and Wellness programmes by providing fun informal spaces for testing and raising awareness on the epidemic and other health issues. Peer Educators from Raffia Bags in Kenya organised a volley ball tournament for their mentee companies Shreej Chemicals and Athi River Mining from the 12th to the 13th of October. 14 teams participated in the tournament that was watched by over 400 people. VCT was conducted on site during the competition and a total of 195 people were counselled and tested. Awareness sessions held during the tournament highlighted the importance of correct and consistent condom use, good nutrition and positive living. Raffia Bags emerged the overall winners in the Junior division.



Team participating in the Raffia Bags Tournament

ABB Suppliers Day

ABB South Africa used its annual Supplier Day to present the SWHAP Supply Chain Model to 75 small and medium enterprises (SMEs). ABB have developed expertise in implementing HIV & AIDS and Wellness programmes and would like to extend this know-how to their suppliers in 2014. The extension of workplace programmes to SMEs and unions through the supply chain and mentorship programmes enabled SWHAP to reach an additional 9412 employees in 2012.

Atlas Copco DRC Policy Launch

Congratulations to Atlas Copco DRC who launched their policy in Kolwezi in September. The policy was signed by the Atlas Copco site manager as well as human resources and workers representatives.

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