

Addressing obesity in the workplace

In 2013 several workplaces in the SWHAP network reported obesity as an issue of concern. There is now evidence that preventative health care such as screening for Body Mass Index (BMI), cholesterol, and raising awareness on obesity is beginning to pay off. At a wellness day held in May, Tetra Pak Kenya reported a decrease of 12% in the number of obese employees compared to last year. These changes are being credited to the workplace wellness programme that is raising awareness on the importance and benefits of regular exercise and good nutrition. Many employees have enrolled in the on-site company gym and are exercising on average three times a week.

At Ulrich Seats in South Africa two employees have lost a combined 45 kilograms this year as a result of participation in their workplace wellness programme. Ulrich Seats, a small company specialising in seat manufacturing, has found cost effective ways to keep its employees healthy. Examples include a small on-site gym which employees have access to during break times, notice boards created by Peer Educators highlighting health concerns of interest to employees and a fitness club that meets at lunch-time to take walks, play football and share information on healthy living.

A healthy BMI is important for overall health and lowers risk for health problems such as heart disease, high blood pressure, type 2 diabetes and certain cancers. Apart from reducing healthcare costs targeted programmes on managing diet and exercise can potentially improve labour productivity by 1-2% (World Economic Forum).

DRC Programme visit

SWHAP partners in the DRC had the opportunity to meet the SWHAP Programme Manager, John Viner, to discuss the progress of the programme in the DRC. The partners expressed positive feedback on the SWHAP model which encourages sustainable interventions and partnership between management and unions. Participants at the meetings highlighted some implementation challenges such as a lack of sufficient material in French and local dialects and a limited number of local service providers.

The SWHAP programme in the DRC has successfully resulted in five companies completing the start-up phase of the programme. These companies are now in varying stages of programme implementation. An additional two

companies joined the programme this year and are participating in the start-up phase.



DRC network meeting for SWHAP partners

SWHAP at the Zambia International Trade Fair

SWHAP partners in the Zambian Copperbelt showcased their workplace programmes at the annual International Trade Fair. 2,271 members of the public visited the SWHAP stand where free health screening including voluntary counselling and testing (VCT) was being offered. A team of Peer Educators from the various companies participating in the programme were on hand to explain their workplace programmes and to distribute condoms. The UNAIDS GAP Report estimates that only 45% of people living with HIV in sub-Saharan Africa know their HIV status. Community outreach initiatives such as the one described above enable workplaces to increase HIV knowledge within communities and provide increased opportunities for testing.



Free VCT and biometric testing at the SWHAP stand

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.

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Scania Driver Competition 2014

In July Scania Botswana hosted the local leg of the internationally held Scania Driver Competition 2014 in Gaborone, Botswana. 24 finalists competed in the events, with entries received from the private sector, parastatals and leading government departments. Scania used the high profile event, which was officiated by the Minister of Transport and Communications, Honourable Nonofu Molefhi, to raise awareness on the importance of road safety and driver health. Messages promoted during the competition included correct and consistent condom use for highly mobile groups like truckers and bus drivers.



Winners of the Scania Driver Competition Botswana

SWHAP Networks CEO

In Zambia and Zimbabwe management from the SWHAP partnership and their supply chain met to discuss wellness as a strategy for optimising productivity. Technical insights were shared on improving wellness programmes including: strong management involvement and commitment; budget and resources allocation; mainstreaming and monitoring and evaluation. Whilst in South Africa top management from companies participating in the programme convened at the residence of the Ambassador of Sweden to South Africa, Anders Hagelberg, for the first CEO network meeting of 2014. Guest of honour Mmapaseka Letsike, Deputy Chairperson of the South African National AIDS Council (SANAC), noted the successes and challenges in the implementation of the National Strategic Plan. She called on the private sector to expand HIV and TB programmes and for labour unions to negotiate for more effective programming in the workplace addressing stigma and discrimination.

Workers' representatives

Workers' representatives from Sodeico, Tigo, Ericsson and Mobimetal in the DRC came together to network and share their experiences in promoting programme uptake within their various workplaces. The Congolese Union Confederation (CSC), the national spearhead for HIV union led programmes in the DRC, provided guidance on how participants could advocate for union and government support. The main message communicated at the meeting was that unions and employers should

view each other as partners and not enemies for the benefit of both sides.

Kenya Private Sector Consultative Forum

SWHAP in collaboration with the International Labour Organisation (ILO) and HIV/AIDS Kenya supported a private sector partners' consultative forum on workplace HIV and AIDS programmes. This was with a view towards contributing to the development of the new National Strategic Framework (Kenya and AIDS strategic framework for 2014/5-2018/9). Participants at the meeting included SWHAP partners, representatives from the Kenya National Aids Control Council (NACC), affiliate unions of the Central Organisation of Trade Unions (COTU) and other private sector partners.

During the course of the meeting SWHAP discussed cost sharing strategies and the SWHAP co-funding model that encourages companies to invest and budget for their programmes. Resource allocation was identified as a gap in the current HIV response making sustainable financing one of the focus areas of the new framework. Participants recommended research in cost-benefit analysis of programmes, the development of clear guidelines for mainstreaming HIV activities within organisations and further action in addressing HIV as a human rights issue.

Wellness standards

Certification for wellness programmes is important as it provides a platform for structured action and a code of good practice for management. As part of the Wellness Strategy, SWHAP supports the implementation or development of wellness and disease management standards. In Zimbabwe SWHAP in partnership with the Standards Association of Zimbabwe, ILO, SAfAIDS, and Zimbabwe Business Council on AIDS (ZBCA) held a seminar to sensitise stakeholders from the private and public sector on the HIV and Wellness Management Standard, which is currently under development.

In South Africa, SWHAP organised a *SANS 16001:2013 Wellness and Disease (including HIV and TB) Management System* training workshop for its partners. The training attracted 19 participants from 12 companies including the National Union of Metal Workers of South Africa (NUMSA). The standard sets out proactive interventions that an organisation can implement to prevent ill health and improve upon or maintain the health of its employees.

Eight new SWHAP partners

A warm welcome to: Astra Zeneca, Chandaria Industries, Flexen Closure and Marathon Weavers from Kenya; DUX-Scanform and Mobimetal from the DRC; Sulzer Pumps and Securitas from South Africa.

SWHAP Achievement Award

The annual SWHAP Achievement Awards 2014 will be presented during the SWHAP 2014 Conference, which will be held 22-23 October in Lusaka, Zambia.

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