



## 10 YEARS - 10 VOICES



*A publication by the Swedish Workplace HIV and AIDS Programme (SWHAP)*  
*www.swhap.org*

*Indexing terms:*  
*HIV/AIDS*  
*Workplace Programme*  
*Africa*

*ISBN: 978-91-86507-24-4 (print) 978-91-86507-25-1 (electronic)*

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*Published with financial support from the Swedish International Development Agency (Sida) and the Norwegian Ministry of Foreign Affairs (Norad). The opinions expressed in this report are those of the authors and do not necessarily reflect the views of the financiers.*

# Foreword

*On October 7 2004, the Swedish Workplace HIV and AIDS Programme (SWHAP) was launched in Johannesburg, South Africa. The objective of the programme was to support companies and employees to prevent further spread of HIV and address the effects of the epidemic. The programme, started by the International Council of Swedish Industry (NIR) and the Swedish Industrial and Metalworkers' Union (IF Metall), targeted workplaces recognising them as an important entry point for HIV prevention and treatment services. Few could have imagined that ten years on the programme would be operating in ten countries and reaching over 27,000 employees and 20,000 family and community members. Moreover the programme is now more inclusive, addressing wellness and looking at communicable and non-communicable diseases.*

*There is much to be proud of. During the last decade we have seen that workplace programmes are effective in addressing HIV and AIDS with clear benefits for all. They are delivering results in terms of better health for employees and reduced costs for employers. Workplace programmes are creating environments free of stigma and discrimination, where employees can freely discuss HIV and are comfortable to disclose their HIV status. The cooperation between the social partners, the employers and trade unions, are building trust amongst all parties and partnerships with business coalitions and international organisations are increasing the scope and reach of the programme. The sustainability of the programme has also been demonstrated especially during the 2009 economic down turn, when companies used low cost strategies to keep programme momentum.*

*In this anniversary compendium, "Ten Years - Ten Voices", we would like to share some of the experiences of the people who have partnered with SWHAP in addressing HIV and Wellness. These voices are a reflection of the diversity of the SWHAP network, the lives that have been touched by the programme and the voices that have influenced the programme. We invite you to celebrate with us, and continue the partnership in this 2014-2017 phase.*



Lars G Malmer  
SWHAP Chairperson



Anders Ferbe  
SWHAP Vice Chairperson



## IF Metall and NIR

*IF Metall and NIR launched SWHAP in 2004 to address one of the most serious health issues of our time, which had both severe social and economic affects. This partnership has led to impressive, measurable results, improving the health of workers and their families as well as the health of companies. We can all be very proud of this. It is also a partnership that runs through the entire programme, and is one of its greatest strengths.*

*SWHAP builds on a long tradition of support to international solidarity and it has shown that when the social partners, employers and trade unions, cooperate they together create trust and credibility among workers. Stigma and discrimination can be effectively curtailed and there is greater sustainability of programmes when interests at all levels are represented. SWHAP is also an innovative approach to development where aid is channelled through the private sector for more effective and long-term results, where the strengths of businesses in terms of logistics, systems and efficiencies mean quite simply that more can be achieved for less.*

**Anders Ferbe**  
President, IF Metall

**Jonas Borglin**  
CEO, NIR

# Rosa

In South Africa, where there are millions of people affected by HIV and AIDS, hardly anyone can say “it’s not my concern”. Most people know someone who is infected or are themselves. But even so a lot of people shut this fact out. When Rosa Mkhize, local trade union president of NUMSA, the National Union of Metal Workers of South Africa, at Autoliv, informs people about HIV and AIDS and how to protect themselves, she always refers to her sister.

*The youngest of my eleven sisters died of AIDS when she was very young. She left home early and went to live in Durban. Her life there was dissolute with a lot of alcohol and casual sex. She never got in touch with any of the family.*

For three years the family heard nothing from her sister and when she did contact them it was too late.

*She had been infected and was too ashamed to tell us. She waited far too long and when we found out and brought her home there was nothing we could do for her. We lost her.*

Rosa Mkhize often refers to her sister’s far too early and tragic death when raising awareness on HIV and AIDS in the workplace. At Autoliv she is a very committed member of the committee, in which both employees and managers participate.

*I can benefit from my personal experiences and the fact that I am an elected representative of NUMSA, where I can talk to my fellow workers.*

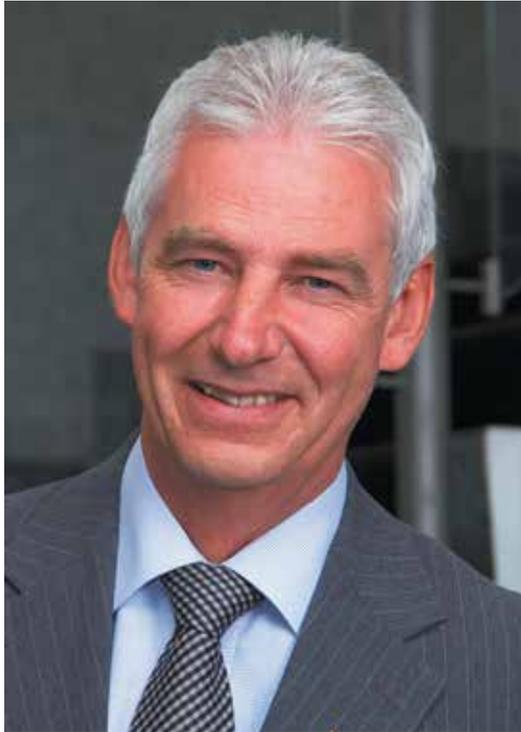
\*Rosa has since retired from Autoliv, but is still considered part of the family.



## Rosa Mkhize

**Wellness Committee Member, Autoliv South Africa**

**Trade unions and employees jointly fighting HIV and AIDS 2008**



# Metso

*The committed individuals that drive the programme and the strong business case that it has provided has ensured continued support for the programme from within the organisation and contributed to the on-going success. We focus on the wellbeing of our employees and ensure that all key players drive the same outcome.*

***Ensure your programme demonstrates the value of your employees to your organisation. People are an asset to the business and therefore invest in their health. Sustainability is the key to making a difference - continuously.***

**Dave Moon**

**Vice President Southern Africa  
SWHAP Brochure 2012**

# Thoko

*I was diagnosed in 2001. When I found out I wanted to run away from my own skin. There was anger and denial; I was scared and miserable. I was still married at the time of my diagnosis but I divorced my husband in 2002. When he died I realised that we are all human and we all make mistakes.*

*Volvo's HIV and AIDS programme changed my life in 2005. I made use of the resources and volunteered to be a peer counsellor. But I still hadn't disclosed my status. I simply didn't trust anyone and was scared to be discriminated against. However, when I joined the wellness committee in charge of the HIV and AIDS programme, I felt that I should disclose.*

*Contrary to my fears, when I did I immediately received support. I have now been to all Volvo divisions, disclosing my status which has made a difference to many of my co-workers.*

*One of the lessons I would like to convey from my experience is to never judge someone who is in denial; instead give them time. We have to forgive ourselves and the circumstances under which we contracted HIV. Finally, I like to keep in mind what Muhammed Ali once said "Get MAD! - Make A Difference".*

\*Thoko left Volvo in 2008 to start an HIV community and home based care initiative.

***Volvo's HIV and AIDS  
Programme changed my life  
in 2005***



**Thoko Masilela**

**Workplace Champion, Volvo South Africa  
2005**



## Atlas Copco

Atlas Copco created its HIV and AIDS workplace programme in 2002 and has maintained it with continuous commitment and support. The programme's success is built on the involvement of both workers and management in creating the trust needed around the programme. Due to its long-term commitment and structured monitoring, Atlas Copco has been able to establish an accurate HIV and AIDS risk profile for itself. This has resulted in annual savings of ZAR 1 million in death and disability insurance costs. Atlas Copco has clearly shown that addressing HIV and AIDS is more than an important social issue. It also makes good business sense.

*Don't focus solely on VCT. Invest in what happens after VCT regardless of HIV status.*

**Wendy Buffa-Pace**

**Group Human Resources Manager, Atlas Copco South Africa  
SWHAP Annual Conference 2009**

# Shreeji Chemicals

Knowledge and experience sharing is important for the maintenance of sustainable HIV and Wellness workplace programmes and many SWHAP companies mentor their customers or suppliers through the SWHAP Supply Chain Programme. Shreeji, a mentee company of Raffia Bags Kenya share how this programme has brought about changes within the company.



*Before the mentorship programme there was a lot of misunderstanding about HIV and AIDS or wellness. We recorded many cases of sickness, and absenteeism was high. There was resistance to attending meetings related to any wellness activity, fear of expression and cases of stigma and discrimination were noted.*

*Through the Raffia mentorship, we have managed to initiate our HIV and Wellness programme. Our steering committee was recruited, trained and came up with a policy, which we shared with all our staff. The Peer Educators were trained through the coordination of SWHAP and with the support of our mentor, Raffia Bags. These Peer Educators have now recruited other peers in each department to pass information to all employees. They organise internal activities which are conducted in-between shifts.*



*Since the implementation of this programme there have been no cases of absenteeism due to sickness, all our staff are now open to asking questions in relation to wellness. They attend meetings without hesitation. There is also management buy-in and support for the workplace activities and outreach programmes.*

*Our company has also benefitted in terms of a better understanding of workplace programmes, enhanced employees' professional and personal growth and employees who are now more engaged as a result of understanding the reasons behind the programme.*

*We see the programme helping us attract, motivate and retain knowledgeable talents while increasing productivity.*

**Caroline Okeyo**

**Workplace Programme Coordinator, Shreeji Chemicals Kenya  
2014**

# Lillian

*This programme has been a learning curve for me. It has brought positive changes in my life.*



Spousal programmes are an effective way of increasing acceptance in internal workplace programmes and a low cost intervention in reaching out to the community. These programmes reduce information gaps between partners in relation to HIV transmission, progression, prevention and management. Partners also become open to being tested together, creating opportunities for mutual disclosure. Lillian Chanda, Chairperson of the Women's Spousal Group at SKF Zambia, nurse and mother of six, explains why she became a Spouse Peer Educator and the benefits she realised from this decision.

*I have always wanted to help and support colleagues to cope with the different challenges that they go through in life. I also wanted to be a source of accurate information on HIV, non-communicable diseases and other health related issues. Having a husband who works at SKF, a company where there is a comprehensive wellness programme, was also an additional opportunity for me to start thinking about being a leader. A leader in terms of information sharing, a leader in terms of being a role model, a leader in terms of being a cornerstone of change for myself, family and community.*

*This programme has been a learning curve for me. It has brought positive changes in my life. Initially I just used to attend the spousal trainings with the rest of the women from the other companies. I remember the first sessions I got interested in health related issues. It was fascinating to learn about the different health topics. Today I proudly say this was the beginning of my journey as a nurse-midwife. This qualification has also benefitted my family as there is an additional source of income.*

*The meetings I attend when we gather as spouses act as additional training for me, especially now that I am a health worker. It has deepened my understanding and I share information with other health workers. At the clinic I conduct health sessions with the expecting mothers in the antenatal department and this is an opportunity for me to share topics we learn as Peer Educators. I gain satisfaction in counselling couples on issues around HIV. You find that one woman comes alone and you have a chat. The next time they come together with their partner.*

*On a personal level the information on couple's communication has helped in our home, we value open communication and we are happier. There were many topics that we could not discuss openly as a family but now we can communicate easily and one of the highlights has been seeing how my children embraced wellness. We now take care about what we eat and exercise regularly.*

**Lillian Chanda**

**Chairperson, Women's Spousal Group, SKF Zambia**

**2014**

# Boitshepo



Boitshepo Balozwi, the Workplace Programme Coordinator at Scania Botswana, uses her passion for writing to share the lessons from the workplace programme with a broader audience. She explains how this came to be.

*When I joined Scania Botswana in 2008 I was happy to find an in-house programme that supported employees affected or infected by various health conditions. Initially the focus of the Wellness programme was on HIV and AIDS but with time and current trends, the programme went holistically wellness focused, which was an excellent and appropriate move as it helped to reduce the stigma already attached to HIV and AIDS.*

*Being a trained and certified SWHAP workplace Peer Educator, and having interacted via network meetings with other colleagues from different companies and countries, made me realise the power of information or the importance of receiving timely information especially when talking about prevention, treatment and support.*

*It was with this in mind that I then started to use my journalism skills to reach out to the rest of the community through written feature articles published in the local newspapers. The topics I select to write about are the same topics I would share information with my colleagues in the workplace. For example we have regular lunchtime discussions where we talk about relevant health issues, I usually invite the appropriate expert to come to Scania Botswana during lunch to share any critical information. Thus far we have had experts from different departments of the Ministry of Health to talk about Tuberculosis, HIV and AIDS and circumcision, as well as counsellors from the Kagisano Women's Shelter Project talking about gender based violence and domestic violence.*

Boitshepo has also been featured on a local radio station in Botswana raising the profile of workplace HIV and Wellness programmes, and helping to change perceptions and attitudes. For Boitshepo this advocacy is simply an extension of her role as a Workplace Programme Coordinator and Peer Educator.

**Boitshepo Balozwi**

**Workplace Programme Coordinator, Scania Botswana**

# Joseph



Joseph Warioba, the Workplace Wellness Coordinator at Sandvik Tanzania, lobbied for support from colleagues and management at Sandvik to start a social football club where information about HIV and AIDS as well as general health and nutrition could be shared.

*At work, football is very popular, all those involved look forward to the weekend and, they ask me about the programme. Often we have senior managers coming to watch the social football matches. I am proud that they can witness what we are trying achieve.*

Sports intervention programmes are useful in developing positive social behaviours and risk awareness. Football is a particularly useful tool as it enjoys enormous popularity amongst many communities. In addition, the team nature of the sport makes it excellent in breaking

down stigma and discrimination. There are now eight social football teams made up of Sandvik employees, neighbouring companies and the community that meet at the weekend, to play football, network and exchange information on HIV and AIDS. Joseph speaks with pride of the positive behaviour changes he has witnessed since the start of social football.

*The guys are happy, they say that instead of going to the bar and getting drunk resulting in risky behaviour patterns they are now playing football every weekend. Since we started receiving support from SWHAP for our workplace programme we have not recorded any new positive cases.*

\*In 2013, Peer Educators from Sandvik Tanzania organised a youth football tournament, 156 boys from 12 participating teams and 10,000 spectators received information on HIV and healthy lifestyle choices. During the final 524 people participated in VCT.

## Joseph Warioba

**Peer Educator, Workplace Programme Coordinator, Sandvik Tanzania  
SWHAP 2011-2012 Brochure**



# ILO

SWHAP works in close cooperation with the International Labour Organization (ILO) in contributing to the response to HIV and AIDS through workplace programmes in sub-Saharan Africa. SWHAP is part of the ILO's Inter Agency Task Team on HIV and AIDS Workplace Policy/Programmes and Private Sector Engagement, and supports campaigns such as, "Getting to Zero at Work" and "VCT@Work", an initiative to reach 5 million workers with voluntary confidential HIV counselling and testing by 2015. As well as providing opportunities for testing, the initiative aims to ensure that those testing positive are referred to appropriate treatment, care and support services. SWHAP is recognised as one of the few programmes aligned to this approach which also incorporates the implementation of the ILO's HIV and AIDS Recommendation (No. 200) in its model for workplace HIV and AIDS programmes.

*There is no way we can reach a sustainable global AIDS response without the world of work. SWHAP is an important and strategic partner for the ILO.*

**Alice Ouedraogo**

**Chief, HIV/AIDS and the World of Work Branch (ILOAIDS)  
SWHAP Annual Conference 2013**



After a scoping study identifies HIV as one of the main operational constraints faced by Swedish businesses in South Africa, the International Council of Swedish Industry (NIR) and the Industrial and Metalworkers' Union of Sweden (IF Metall) launch SWHAP in South Africa

SWHAP is launched in Zambia and Kenya, and the Kenya Start-up Model is developed.

17 workplaces in Kenya, South Africa and Zambia have structured HIV and AIDS workplace programmes reaching more than 5,800 employees.

In South Africa awareness programmes incorporate spouses and partners of employees.

Companies report significant reduction in absenteeism as a result of both the HIV and malaria programmes. In Zambia one company reports absenteeism due to malaria dropping, from an average of 16 to 1 employee per month.

SWHAP is launched in Botswana, Uganda, Tanzania and Zimbabwe.

Increasingly, programmes reach family members and the community. Sandvik Zambia initiates Spousal Peer Education Training, 1,200 family members participate in HIV and AIDS training and 400 in VCT. SWHAP partners in Zambia participate at the Agricultural and Commercial Show, offering HIV testing to the public.

2004

2005

2006

2007



The first SWHAP conference is held, bringing together 88 participants to share on Voluntary Counselling and Testing (VCT) and HIV management.

AB Volvo South Africa is awarded Focus on Excellence Award by the South African Transport Industry for a successful HIV and AIDS Programme.

SWHAP- Ten years of sustainable workplace programmes

SWHAP reaches over 13,000 employees at around 50 workplaces. Average VCT uptake within SWHAP is 70%. Some companies such as Alfa Laval South Africa and Sandvik Kenya achieve 100% VCT uptake.



A pilot supply chain programme, reaching five companies, is launched in South Africa.

SWHAP receives funding from Sida for an additional four years, 2009-2012. The programme is also launched in Namibia.

Supply Chain Programmes reach 5,000 employees in 12 companies.

Atlas Copco South Africa is awarded the SWHAP Achievement Award for Most Comprehensive Programme.

A SWHAP Start-up network is launched in Nigeria and Ghana. Eight companies are involved in the network.

SWHAP presents on spousal peer education programmes, impact assessments of workplace programmes and stigma reduction at workplaces at AIDS 2010 in Vienna.



Ericom Zimbabwe and Atlas Copco South Africa report insurance savings of USD 10,000 and ZAR 1 million per annum respectively, as a result of implementing comprehensive workplace programmes and accurate HIV risk assessment.



The Swedish Government invites SWHAP to attend the United Nations General Assembly Special Session (UNGASS) on HIV.

## 2008

SWHAP in partnership with the Amalgamated Union of Kenya Metal Workers (AUKMW), roll out the experience of SWHAP to companies where the union has membership.

Sandvik Zambia is commended at the 2008 Global Business Coalition on HIV/AIDS (GBC) Awards for Business Excellence, for its initiatives in training spouses.

Sandvik Zimbabwe is awarded the inaugural SWHAP Achievement Award.



## 2009

## 2010

The SWHAP Reference Group is formed.

Atlas Copco South Africa is a second time recipient of the SWHAP Achievement Award for Most Comprehensive Programme.

## 2011

The first union mentorship programme with NUMSA is launched.

An agreement with the ILO for closer cooperation between SWHAP and ILOAIDS is signed. SWHAP joins the Inter Agency Task Team on HIV and AIDS Workplace Policy/Programmes and Private Sector Engagement.

Raffia Bags Kenya is awarded the SWHAP Achievement Award for Most Comprehensive Programme.

SWHAP is launched in the DRC and Rwanda.



SWHAP presents on union partnerships at AIDS 2012 in Washington.

SWHAP partners with the National Union of Building and Engineering and General Workers (NUBEGW) in Zambia, building capacity for including HIV and AIDS clauses into collective bargaining agreements.

292 workplaces are supported in 116 companies, reaching over 27,600 employees, 1,426 family members and 19,213 community members.

As part of gender mainstreaming, Gender Forums are held in Botswana, Zimbabwe and Zambia looking at men's sexual and reproductive health.

A short film about SWHAP is made.

During the Sandvik Tanzania Youth Football Tournament, 156 boys participating in the tournament and 10,000 spectators receive training on HIV and healthy lifestyle choices. 524 people are counselled and tested for HIV.



SWHAP receives funding from Sida for an additional four years (2014 - 2017).

The Scania South Africa, Road Safety and Wellness Campaign, promotes health and safety on South African Roads. 418 drivers are made aware of their HIV status for the first time.



## 2012

## 2013

## 2014



Scania in Southern Africa launches the driver training competitions, a platform which is used to increase awareness and testing amongst drivers and customers.

Metso Minerals South Africa and Atlas Copco South Africa are awarded the SWHAP Achievement Awards for Most Comprehensive Programme and Best Sustained Programme respectively.

SWHAP and ILOAIDS expand on their previous cooperation and SWHAP commits to support the VCT@Work Campaign.

The SWHAP Wellness Strategy is developed. In line with global developments, the programme takes a broader approach to addressing HIV and AIDS, looking at physiological, psychological and societal health linked to HIV.



The SWHAP conference is the largest so far held with 201 participants.

Metso is presented with the SWHAP Achievement Award for Most Comprehensive Programme for the second consecutive year.



The first workers' representatives meeting is held in DRC, promoting cooperation between unions and employers.

Roundtable meetings are held with a number of Swedish companies in Stockholm regarding business efficiency and health.



*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 Wellness 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 and Wellness workplace programmes in over 290 workplaces in Botswana, DRC, Kenya, Namibia, 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](http://www.swhap.org)*



*IF Metall is a merger between the Swedish Industrial Workers' and the Swedish Metalworkers' Union with more than 325,000 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](http://www.ifmetall.se)*



*The International Council of Swedish Industry (Näringslivets Internationella Råd, NIR) is an independent non-profit organisation representing Swedish industry. Its mandate is to support favourable conditions for Swedish business. By working to improve structural conditions for a more conducive business climate, NIR's activities contribute to sustainable economic development of the respective country and improve market conditions for domestic as well as international companies.*

*[www.nir.se](http://www.nir.se)*



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