

## Winner of SWHAP Achievement Award 2014

- Category for Best Progress in Workplace Programming



Winner of Best Progress in Workplace Programming, SODEICO Manpower. SWHAP board member Birgit Birgersson-Brorsson presents the award to Mbanzi Etof Moupondo, Managing Director of SODEICO Manpower.

**The Board of the Swedish Workplace HIV and AIDS Programme (SWHAP) is proud to announce the winner of the SWHAP Achievement Award 2014 in the category for Best Progress. The award goes to SODEICO Manpower in recognition of the remarkable progress the company has made in its workplace programme during a very short period of time.**

SODEICO Manpower was one of the first companies to join SWHAP when the programme was launched in the DRC in 2012. The company was eager to implement the programme and took immediate responsibility for investing in the health of their employees. In a relatively short period of time management sensitisation, training of a representative steering committee and policy formulation had taken place. The 18 Peer Educators that were trained were instrumental in breaking down the taboo surrounding HIV. As a result SODEICO Manpower achieved a VCT uptake of 86% on their first screening. These experiences are being shared with a wider audience through the company's in-house magazine which is distributed to more than 30 companies outside the SWHAP network.

SODEICO Manpower has taken ownership of the programme and mainstreamed it within the organisation. The policy is included in the induction training of all new recruits and a copy dispensed to all employees. HIV and wellness is also part of the Human Resources Manager's key performance indicators. In 2013 the company conducted a Knowledge Attitude Beliefs and Practices survey to assess employees' knowledge and practices regarding HIV and AIDS. The results of this survey were used to inform the intervention strategies. More recently the company has revised their policy to incorporate wellness.



SODEICO Manpower has in place a good disease management programme. All employees and their families have free access to counselling services through the company medical aid service provider, which ensures treatment, care and support of those that test positive as well as follow up services. The disease management programme is also addressing malaria, which is endemic in the DRC, through a bed net distribution programme. This is a notable investment given the health care costs in the country and that SODEICO is a family owned firm.

Already SODEICO Manpower is taking steps to address gender and Most-at-risk populations through their workplace programme. In 2013 the company conducted a women's wellness day for more than 200 female agents where HIV, reproductive health and family planning were discussed. The company also employs a large number of truck drivers who are often away from family for long periods of time putting them at increased risk of HIV infection. This group is specifically targeted during awareness sessions and is provided with and encouraged to use condoms.

The Board congratulates SODEICO Manpower for the remarkable progress the company has made in establishing its programme and for the efforts made in mainstreaming the programme into its operations.

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The SWHAP Achievement Award has been given out since 2008. In 2014 the five categories for the award are Most Comprehensive Workplace Programme; Best Progress in Workplace Programming; Peer Educator Achievement Award; Best Supply Chain; and Most Innovative Intervention. The assessment for the Most Comprehensive programme award was carried out through an extensive self-assessment questionnaire comprising 17 questions and 68 benchmarks followed by thorough review by the SWHAP team. For more information on the award, please contact [info@swhap.org](mailto:info@swhap.org). For more information on the Swedish Workplace HIV and AIDS Programme, please visit [www.swhap.org](http://www.swhap.org).

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