



Promoting decent work and health screening for all workers

International Workers Day reminds us that workers' rights are human rights and of the importance of protecting the rights of people living with or affected by HIV. To commemorate this day SWHAP partnered with the International Labour Organization (ILO) in Kenya and South Africa to provide opportunities for HIV and wellness testing with appropriate referrals for treatment, care and support. In Kenya over 1000 people were tested. [Read more](#)

Raising awareness on adolescent Sexual Reproductive Health and Rights

Talking about sex and sexuality with adolescents can be a challenge for many parents. Various programmes targeted at the children of employees within the SWHAP network are seeking to bridge this gap in communication. This is an important endeavour when one considers that AIDS is the leading cause of death in adolescents in Africa and that this is the only age group in which deaths due to AIDS are not decreasing (UNAIDS). [Read more](#)



ICT and SRHR training in Zimbabwe

SWHAP in 2014

- Approximately 358 workplaces in 127 companies in 10 countries with 32,000 employees reached
- Over 14,000 workers attended HIV training/ awareness sessions
- 580 Peer Educators trained
- 194 Managers trained
- 32 network meetings/ training sessions held in 10 different countries
- 18,840 people outside the workplace reached
- Average VCT uptake at the workplace was 60%

Taking responsibility for wellness

Over 100 spouse Peer Educators received training in March and May in Zambia and Zimbabwe respectively. The broader aim of the training programme was to encourage spouses to take responsibility for their health and wellness. Spouses in Zimbabwe discussed HIV prevention, effects of gender based violence on Sexual Reproductive Health and Rights (SRHR) and managing alcoholism and substance abuse. In Zambia, where spouses have embarked on successful income generating projects, the emphasis of the training was on building appropriate practical skills that address financial wellness. Discussions highlighted the importance of financial management at personal and business levels and saving and investment strategies. As a result of the training participants were able to identify challenges affecting their businesses and to suggest strategies to address those challenges. SWHAP is looking at options of further enhancing the entrepreneurial skills of the spouses in order to improve business literacy and promote financial wellness.

Scania South Africa - Award winning programme

Scania South Africa was the winner of the SWHAP Achievement Award for Most Comprehensive Programme 2014. As part of the prize Simo Gama, a Peer Educator and Scania

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.

Contact: Programme Manager Mr John Viner, info@swhap.org + 46 8 783 82 92 or + 46 707 919 905 or visit www.swhap.org

Production System Coordinator, travelled to Sweden to showcase the programme. Simo shared best practice and insights into the programme's success during a meeting at Scania and with some participants at the IndustriALL Global Union Executive Committee meeting. Scania is running a comprehensive HIV and wellness programme where over 90% of the company are aware of their HIV status and 80% of positive employees are on treatment. [Read more](#)



Simo sharing insights with Scania in Sweden

Peer Educator training

Peer Educators' network training creates platforms for sharing and transfer of experiences, knowledge and skills. Peer Educators through the network training get an opportunity to share best practices and benchmark effective strategies for workplace programmes. Between April and May over 140 Peer Educators attended training in DRC, Kenya, South Africa, Tanzania, Zambia and Zimbabwe. During meetings training focused on raising awareness on communicable and non-communicable diseases and promoting early detection and treatment. Peer Educators were encouraged to create strategic partnerships with local organisations promoting health and wellness as part of cost sharing strategies and means to enhance workplace programmes. Following on from the SWHAP training, 20 Peer Educators from South Africa attended a conference on Tuberculosis (TB) assessment and care. The conference was part of a programme by the South African Business Coalition on Health and AIDS (SABCOHA) to eradicate TB from the workplace.

Scania Botswana Mentorship Programme

Scania Botswana is mentoring two law firms to set up and implement structured workplace HIV and wellness programmes. Between March and May steering committee training, peer education training as well as policy development took place. The policy development exercise was a critical milestone for the companies who had no prior experience in the implementation of workplace programmes.

CEO Network training

The inaugural CEO network training for Lusaka was held on 9 June with participants from the SWHAP partnership and management representatives from other private sector companies attending the meeting. Key presentations by the ILO and National AIDS Council explored the importance of seeing employee wellness programmes as an investment with tangible benefits. As a result of the meeting new companies have shown interest in the SWHAP model and starting workplace programmes.

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.

Contact: Programme Manager Mr John Viner, info@swhap.org + 46 8 783 82 92 or + 46 707 919 905 or visit www.swhap.org



Promoting safety and health at work

To mark World Day for Safety and Health at Work, celebrated on 28 April, SWHAP partners in east and southern Africa promoted the rights of employees to work in a safe and healthy working environment. Tigo Tanzania held a wellness week, from 26 April to 30 April where 260 employees participated in voluntary counselling and testing. Whilst Atlas Copco Kenya, focused their attention on road safety with messages targeting pedestrians and motorists during morning rush hour along Mombasa Road, where their offices are located. The company also held a defensive driving session during lunch-time for employees. Road safety was also an issue of concern for Atlas Copco Zimbabwe who invited a representative from the Traffic Safety Council to address employees.



Road safety outreach by Atlas Copco Kenya

Addressing malaria strategically in the workplace

With an estimated US\$3.6 billion funding gap slowing down the progress in the prevention, diagnosis and treatment of malaria, the private sector has an important role to play in helping to bridging this gap. [Read more](#)



Malaria rapid diagnosis testing at Ericom DRC in April

Addressing malaria through the workplace can:

1. Address risks to human resources and assets/ capital
2. Enable market opportunities
3. Enhance tangible assets such as corporate morale, reputation and goodwill - www.weforum.org