



Programme and policy launches

Congratulations to Servco, Dairy Hill Investments and Securico, mentee companies from the second round of the Sandvik Zimbabwe Supply Chain Programme who launched their policies in July and August. During the launch ceremonies drama groups explained the policies to assembled employees and VCT and biometric testing was conducted. 208 employees learnt their HIV status. At Servco management led by example with the Managing Director, who at 65 was testing for the first time, remarking *"I had many opportunities at different workplaces to test, but never took the opportunity. This time I wanted to lead by example."*

Welcome to new SWHAP partner SSAB South Africa who launched their workplace programme at the end of July. Within a three week period the company conducted a Knowledge Attitude Behaviours and Practices survey, programme launch and wellness day achieving a 68% VCT uptake on their first VCT. 85% of employees were trained on HIV and wellness and completed a personal health risk assessment profile.



SSAB Managing Director Mr Campbell addressing employees during the launch

SWHAP launched in Mozambique

On July 22 SWHAP was launched in Mozambique at a business breakfast hosted by the Embassy of Sweden in Maputo. The Ambassador of Sweden to Mozambique, Her Excellency Irina Schoulgin Nyoni made the opening remarks noting the great challenge HIV and AIDS presents to development and social progress and the negative impact on productivity and profitability of companies. [Read more](#)

Sandvik Tanzania Youth Football Tournament reaches over 4000

Congratulations to Sandvik Tanzania Peer Educators for hosting a successful youth football tournament reaching over 4000 spectators in Mwanza with information on HIV and wellness. During the final match 841 people were counselled and tested for HIV with referrals to medical services made where necessary. [Read more](#)



Tournament Champions Bugarama FC receive trophy from Andries Smit, Sandvik Bulyanhulu Site Manager

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

Swedish Parliamentary Group visits Sandvik Zambia

On August 24 Sandvik Zambia welcomed the Swedish Delegation of the All-Party Parliamentary Group (AAPG) on Sexual Reproductive Health and Rights (SRHR), the Swedish Association for Sexuality Education (RFSU) and Sida Regional Office at their offices in Kitwe. During the visit Sandvik shared their experiences of running a successful HIV and Wellness programme and how the programme is addressing HIV and gender issues within the workplace and surrounding communities. [Read more](#)

Mainstreaming Gender and Sexual Diversity Management

SWHAP South Africa in collaboration with the Tirisano Centre at the University of South Africa (UNISA) hosted a two day workshop on “Unpacking Gender and Sexual Diversity in the Workplace”. The workshop is part of a pilot programme on Mainstreaming Gender and Sexual Diversity Management within HIV and Wellness Workplace Programmes, the objective of which is to contribute to sustainable and transformative business. [Read more](#)

i Diversity management makes business sense. It can:

1. Improve employee morale, performance and productivity
2. Improve retention and reduce costs associated with absenteeism and turnover
3. Improve ability to attract talent
4. Drive innovation and increase market growth

UD Trucks Men’s Health Indaba

In related news on gender strategies in the workplace, UD Trucks in South Africa held a Men’s Health Indaba. This was an opportunity for the male employees in the company to discuss and receive information on their general and sexual health. 90% of the male employees attended the sessions, where the on-site clinic sister provided biometric and HIV testing. CareWorks was also engaged to provide advocacy on the benefits of medical male circumcision which include reduction in the risk of female-to-male sexual transmission of HIV by 60% and reduction of cervical cancer risk in the female partners of circumcised men.

HemoCue raises awareness on diabetes

HemoCue Kenya in partnership with a local organisation conducted awareness and testing for diabetes at Strathmore University reaching 1360 staff and students of the University. This figure represented a 400% increase in the numbers tested in previous years. [Read more](#)



Diabetes screening at Strathmore University

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Wellness days

Wellness days are an important component of risk management strategies. They help to ensure that organisations are continually aware of their disease burden and that employees have access to the treatment and support they need. Between June and August wellness days were held at SAAB, SSAB, Scania Namibia, and at Ericsson and Tigo in the DRC. Over 246 employees participated in the wellness screening.



Biometric screening at SAAB South Africa

As part of a comprehensive health and safety programme Tigo DRC also offered emergency first aid training to their management. All sensitisation and testing was organised around sporting activities in order to promote active and positive living. 153 employees at Tigo updated their wellness risk profiles.

Engineering, Iron and Steel Sector Policy validation

Between 14 and 15 July SWHAP in conjunction with the International Labour Organization hosted a two day workshop enabling stakeholders from the Engineering, Iron and Steel Industry of Zimbabwe to review the draft sectoral HIV, AIDS and TB Policy. The draft policy will be circulated within all stakeholder structures for validation with policy launch and dissemination planned for the end of the year. [Read more](#)

Upcoming events

September

- National HIV Business Coalition Summit, Bas Congo, DRC
- Gender Mainstreaming Workshops, South Africa and Kenya
- Peer Educator Network/ Training, South Africa, Zimbabwe and Botswana
- Spouse Peer Educator Network/ Training, Zimbabwe
- Gender Based Violence Workshop, Zambia

November

- 12-13 SWHAP Annual Conference and Achievement Award Presentations, Zimbabwe
- 29-4Dec ICASA 2015 SWHAP has been selected for presentation in the Poster Exhibition at the 18th International Conference on AIDS and STIs in Africa (ICASA 2015). The presentation will be on “Sustainable Workplace HIV/AIDS programmes: Seed funding as a catalyst for return on investments in HIV/AIDS Workplace Programmes”

