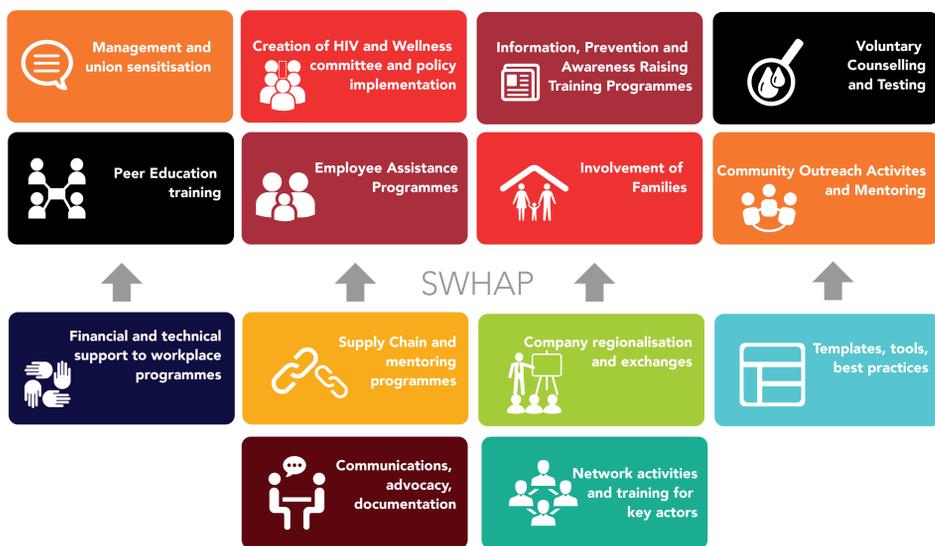




# Public-Private Partnership: Catalytic approach to sustainable HIV & AIDS workplace programmes

## The SWHAP Approach

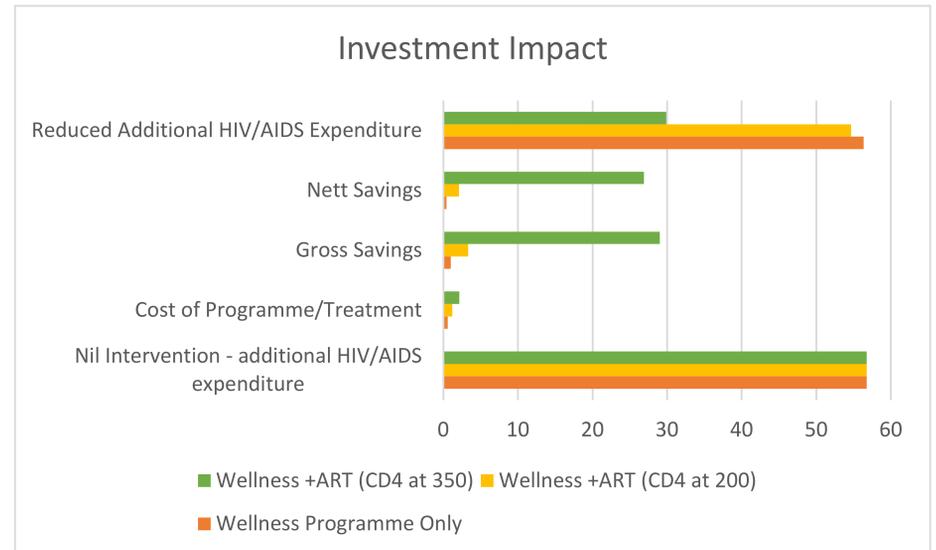
The intervention is based on a public-private partnership where seed funds from the Swedish Workplace HIV/AIDS Programme are used to promote the establishment of workplace HIV and AIDS programmes among Swedish linked companies. Through the cost-sharing approach on a reducing scale, the partner companies following the model have been able to attain sustainable workplace programmes in an average three year period. The SWHAP approach to the companies has been to gain entry through management sensitisation and setting up of steering committees that are representatives of both workers' and management for collaboration in programme implementation. The companies are supported to develop policies for HIV and AIDS as part of setting up structures and initiating sustainable elements.



## Outcomes



## Investment Impact Statistics



## Results

In summary the assessments for the 5 year period (2008 to 2012) were:

- Ten (10) companies: 7 149 employees; HIV prevalence rate of 12.9% (at 95% certainty)
- Scenario 0: NIL INTERVENTIONS: Additional HIV expenditure (compared to an environment with no HIV infections) would be \$56.76 million.
- Scenario 1: PROVIDES A WELLNESS MANAGEMENT AND STI TREATMENT PROGRAMME ONLY: NETT savings (\$0.42 million) or 0.5% on SCENARIO 0.
- Scenario 2: SCENARIO 1 BUT WITH PRIVATE ART STARTING AT CD4 COUNT OF 200: NETT savings (\$2.10 million) or 3.7%.
- Scenario 3: SCENARIO 2 BUT ART STARTS AT A CD4 COUNT OF 350. NETT savings (\$26.89 million) or 47.4%.

## Other documented benefits

- One partner managed a saving of \$20 000 per annum on pension premiums based on how the programme had reduced the risk of HIV and AIDS. Another made a saving of \$80 000. In both cases the savings were more than the budget cost of programme activities after the third year of co-funding with SWHAP.
- A Zimbabwean partner made savings of \$10 000 per annum on group life cover and pension premiums as a result of a comprehensive and well-run programme.
- A company from the DRC managing an internal medical fund for their employees reported a reduction in medical treatment costs of approximately \$100 000 after only two years of participation in the programme.
- Many companies can report that employees who tested negative since 2006 have continued to test negative to date.
- Reported reduced absenteeism.

## Next steps for implementation: Expansion and spread of experience

- Replication of model to more companies: In 2014 12 companies from 4 countries received start-up support.
- Replication of model under supply chain and mentorship programmes: 50 companies employing 15 114 people.
- SWHAP is focusing on quantifying all programme investments and the return on investment.
- Partnership with the Karolinska Institutet to research the effectiveness (in terms of impact and return on investment) of workplace programmes.

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 358 workplaces in Botswana, DRC, Kenya, Mozambique, 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.