



## SSAB Programme Launch

Welcome to 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 (KABP) survey, programme launch and wellness day achieving a 68% VCT uptake on their first VCT. 85% of the employees were trained on HIV and wellness and completed a personal health risk assessment profile.

## Mainstreaming Gender and Diversity Management

On 22 September SWHAP South Africa in collaboration with the Tirisano Centre at the University of South Africa (UNISA) hosted the second workshop in the Mainstreaming Gender and Diversity Management pilot programme. The workshop on “Developing a Gender Mainstreaming Audit Tool for HIV, Health and Wellness Workplace Programmes” was held at the Swedish Ambassador’s residence in Pretoria courtesy of Ambassador Anders Hagelberg.

Following the gender mainstreaming approach developed by the ILO, the proposed three-phase programme on mainstreaming gender and diversity management will take companies through: gender auditing to determine gaps in current policies and programmes, the development, implementation and monitoring of effective strategies and finally an impact evaluation process. Currently the project will focus on the first phase, namely the development of the gender auditing tool and identification of gaps in policies and programmes. Participating organisations include ABB, Reality Wellness Group, Scania, Metso, Babcock, Bosch, National Union of Metalworkers of South Africa (NUMSA), Autoliv, QEG, Alfa Laval, AIDS Rights Alliance of Southern Africa and the International Labour Organization.

In August after the first workshop SWHAP was invited by NUMSA to share the progress of the mainstreaming strategy and the partnership between SWHAP and NUMSA at a

workshop for the Union’s Gender Coordinators. Additionally various companies within the SWHAP network have started using the questionnaire that was provided at the first workshop to pilot the project in their respective companies.

The programme should assist workplaces in a more consistent approach to gender mainstreaming of their HIV and wellness programmes that is also integrated within other core areas of business.



*Tool development group work*

## Gender Workshop for Peer Educators

Building on from the gender workshops training was held for 25 Peer Educators from the SWHAP network and 12 Gender Coordinators from NUMSA during the first week of October. The aim of the training was to engage Peer Educators on how to address gender in the workplace and to explore the advocacy role that Peer Educators can play in promoting gender equality. Peer Educators from Babcock, Sandvik, Autoliv, Assa Abloy, Ulrich seats, Landis+Gyr, Alfa Laval and Phillip Morris International attended the workshop. The training was held in collaboration with Solidarity Wellness Centre, an organisation that addresses gender issues within workplaces.

## 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 get more information on their general and sexual health. 90% of the male employees attended the sessions, where the onsite 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 cervical cancer risk in the female partners of circumcised men.

## 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 September wellness days were held at SAAB, SSAB, Sandvik, ABB Alrode and ABB Longmedow.



ABB Alrode Peer Educators make preparations for the wellness day

At ABB Alrode Peer Educators held lunchtime awareness sessions a few days before the wellness day to sensitise employees on the importance of the day and to highlight the activities and services on offer. The wellness day provided holistic services addressing HIV and wellness, men's health and financial wellness. The Peer Educators also coordinated factory personnel during the screening periods ensuring that employees were not away from their work stations for longer than anticipated and production was not adversely affected.

In total over 420 employees participated in the wellness screening. 72 men at the ABB sites attended the medical male circumcision awareness raising sessions with 18 registering to undergo circumcision.

## Research on effectiveness of workplace programmes

SWHAP is partnering with the Karolinska Institutet to measure and document the effectiveness of workplace programmes in terms of behaviour change, impact on absenteeism, HIV prevalence, return on investment, productivity and sustainability. Eight companies in South Africa will take part in the research.

## Women's Month

South Africa celebrates Women's Month in August as a tribute to more than 20 000 women who marched to Union Buildings on 9 August 1956 in protest against the expansion of Pass Laws to women. This day is also used to highlight many issues facing women in South Africa today such as gender based violence and efforts towards achieving gender equity. Many workplaces use this time to celebrate their female employees, promote healthcare services for women, and highlight structures in the workplace impeding gender equity. Women's Day celebrations were held at Alfa Laval, Atlas Copco and Assa Abloy. At Alfa Laval 13 female employees were tested for human papillomavirus (HPV) as part of cancer prevention and awareness efforts. HPV causes cervical cancer which is the fourth most common cancer in women worldwide (WHO).

## Peer Educator Profile



In this newsletter we talk to Tarryn Muller from Babcock Ntuthuko.

**What motivates you as a Peer Educator?**

Mark Twain said: "The two most important days in your life are the day you are born and the day you find out why." This is the most powerful quote I've ever read,

and I try to live by it every day as I believe my purpose on this planet and at work is to help others. If I can help just one person a day and change their life with a small act of kindness then I am truly fulfilled.

**Tell us about some of the activities you have organised**

I arranged a Men's Health Day for the engineers with a rocket building initiative to keep them excited as engineers love to build things. Last year I also arranged a balloon release and candle lighting ceremony for World AIDS Day.

We are currently working on a community outreach programme where we hope to eliminate stigma and educate community members about HIV, AIDS, TB and the benefits of a cleaner environment. This will be an ongoing programme.

**How do you document your programme?**

I have set up a system on our intranet home page where I post new information as well as a shared drive where we keep all necessary wellness information. The Peer Educators all have access to this drive. I have also come up with an initiative which has been approved by management where we will now have a web page on the new intranet which will be dedicated solely to wellness.

## Upcoming events

October

- 19-20 Gender Mainstreaming Workshop 3

November

- 12-13 SWHAP Annual Conference and Achievement Award Presentations, Zimbabwe
- 29-4Dec ICASA 2015, Zimbabwe.

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: Senior Advisor Jacob Graff, [jacob@swhap.org](mailto:jacob@swhap.org) +27 83 227 5470 South Africa Coordinators Mary Kau, [mary@swhap.org](mailto:mary@swhap.org) + 27 84 208 0421 and Emmanuel Modikwane, [emmanuel@swhap.org](mailto:emmanuel@swhap.org) +27 83 607 5236 or visit [www.swhap.org](http://www.swhap.org)