



## 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 among adolescents in Africa and that this is the only age group in which deaths due to AIDS are not decreasing (UNAIDS). [Read more](#)

## CEO network training

CEO network meetings were held in Kitwe and Lusaka last week. Participants from the SWHAP partnership in Lusaka were joined by management representatives from other private sector companies at the inaugural Lusaka meeting. Key presentations by the International Labour Organization and National AIDS Council explored the importance of seeing employee wellness programmes as an investment with tangible benefits. In Kitwe SWHAP partners were joined by companies from the supply chain programme and the General Secretary of the National Union of Building Engineering and General Workers. As a result of the meetings new companies have shown interest in the SWHAP model and implementing workplace programmes.

## Health risk assessments

In March and April health risk assessments were conducted at Revco Zimbabwe and Sanitas Botswana respectively. The goals of the wellness days were to assess and document the personal health risk of the employees and recommend interventions at personal and programme levels. 69% of staff at Sanitas participated in Voluntary Counselling and Testing. Other tests conducted at Sanitas included breast examinations, cholesterol and blood pressure screening.

In Zimbabwe 79% of employees at Revco participated in the screening which was offered at the company's Graniteside offices. Onsite screening gives employees easier access to testing services. Knowledge of one's status is a critical entry

point for prevention, care, treatment and support services, including prevention of parent to child transmission. According to the Zimbabwe Multiple Indicator Cluster Survey 2014, only 40.3% of men tested in the last 12 months know their HIV status compared to 50.6% of women. Male dominated workplace programmes are positioned to positively impact these statistics. Workers should also be encouraged to get tested with their spouses to promote mutual responsibility for HIV prevention or management.



*Screening at Sanitas Botswana*

## Wellness edutainment programme

SWHAP in Zimbabwe is partnering with Patsimeredu Trust to conduct an edutainment wellness programme for five companies previously supported by the programme. A baseline survey conducted prior to the programme commencement noted that while employee knowledge base and strategies to deal with HIV and AIDS have increased across the companies, there were concerns around; disclosure between spouses or with Human Resources, adherence to treatment, discordant couples and multiple concurrent partnerships. A seven month programme is now being implemented where, through serialised drama sessions, misconceptions around the identified issues will be addressed. Already during April and May

edutainment shows on HIV prevention, treatment, stigma discrimination and gender based violence have taken place at most of the workplaces. At the end of the seven month programme, DVDs on the themes addressed will be available for each employee to share with their families and communities.



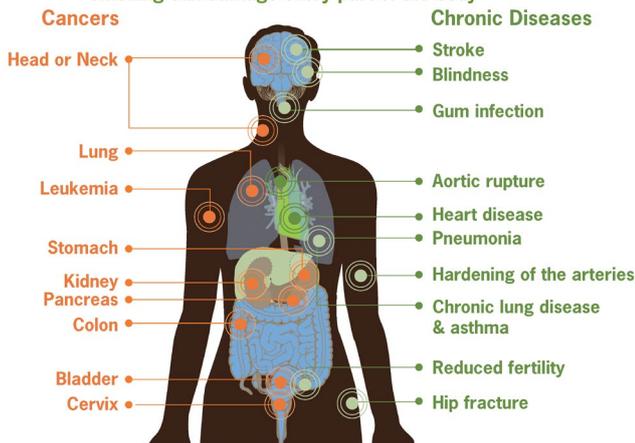
Drama session on gender based violence at Ericom Zimbabwe

### World No Tobacco Day

On World No Tobacco Day commemorated at the end of May Atlas Copco Namibia held an awareness session for employees highlighting the dangers of smoking on health. The World Health Organization estimates that smoking causes nearly 6 million deaths each year. Smoking is the major risk factor for heart attacks, stroke, hypertension, chronic obstructive pulmonary disease and many cancers. Smoking results in overall diminished health and is particularly dangerous for people living with HIV as they are more likely to develop the aforementioned illnesses.

## Risks from Smoking

Smoking can damage every part of the body



In more news on Atlas Copco Namibia, SWHAP would like to extend a warm welcome to the new workplace Programme Coordinator Jamie Van Wyke.

### 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. In May 35 Peer Educators in Zimbabwe received refresher training under the theme "Live well, work well" linking productivity to health. In Zambia 32 Peer Educators came together in Kitwe to review their peer education programmes and enhance their knowledge of communicable and non-communicable diseases. Peer Educators were encouraged to promote early detection and treatment and to create strategic partnerships with local organisations promoting health and wellness as part of cost sharing strategies and means to enhance workplace programmes.

### 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 program 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 level 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.

### Peer Educator Profile

In this newsletter we profile Bothwell Chakaipa a Peer Educator from Sandvik Zimbabwe. Bothwell is passionate about



community outreach and has spoken to 35 people in his community this year about HIV and wellness.

What is your Peer Educator power principle?

*Together we make it. We have to share the information we have with other people.*

Why are you passionate about community outreach?

*It's my community and if I can make a difference, I want to do so. I want to empower people to accept their status, move forward and improve their lives. This year I have talked to a group of more than 20 people living with HIV.*

What challenges have you faced in the implementation of activities?

*Sometimes it can be hard to convince people to leave what they are doing, and to pay attention, some even want incentives to attend awareness sessions. I have learnt that if I persist in explaining why their health is important and why they should attend, eventually they do. I also find the Bridges of Hope exercises very useful in getting people's attention. Sometimes once I start they do not want me to stop!*