



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.”*



Drama explaining the of the benefits of the HIV and AIDS Policy at Securico

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](#)

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](#)

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 Scania and Atlas Copco in Namibia.

In related wellness news from Namibia, Auto Sueco conducted medical male circumcision advocacy resulting in four male employees undergoing circumcision in August. Medical male circumcision reduces the risk of female-to-male sexual transmission of HIV by 60% and also reduces cervical cancer risk in the female partners of circumcised men.

Community Outreach

Peer Educators at the Zambia Agricultural and Commercial Show

Peer Educators from five Lusaka based companies, Scania Hazida, ABB, Bayport, Atlas Copco and SKF, were involved in outreach at the Zambia Agricultural Show during the first week of August. The Peer Educators shared information on health, distributed condoms and encouraged people to take-up health services being offered by the Ministry of Health and other partners at the show.



Condom distribution at the Zambia Agricultural and Commercial Show

Scanlink Driver Outreach

Scanlink Zimbabwe, a Scania dealer, continues to use the company Driver Training Programme to reach out to vulnerable communities. Between June and July this year the company trained over 400 Zimbabwe Republic Police members on HIV and wellness and the correct use of both male and female condoms. The Driver Training Programme at Scanlink is offered as an aftersales service, where drivers are equipped with information and skills on product knowledge, economical driving, defensive driving, HIV and wellness. Scania has realised that drivers general health impacts on their ability to do their jobs and that sexually transmitted infections, HIV and AIDS are a growing concern in the transport industry with drivers especially at risk.

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.

Peer Educator Network Training

Refresher training

Peer Educator refresher training was held in Zambia and Botswana in June and July respectively for new and current Peer Educators. Refresher training keeps Peer Educators up-to-date with trends and information on addressing HIV and non-communicable diseases within the workplace and also reviews their ethical and professional obligations. One focus for 2015 within the SWHAP network is training on Sexual Reproductive Health and Rights (SRHR) and gender mainstreaming. The refresher training thus provided a safe context for Peer Educators to explore gender stereotypes and organisational factors which can contribute to HIV transmission risk and discrimination in the workplace.

In Zambia the training was held at the new Sandvik training centre in Kitwe. 34 Peer Educators from Sandvik, Atlas Copco, Orica and SKF attended the meeting. Whilst in Botswana 18

Peer Educators from Atlas Copco, Auto Sueco, Ericsson, Eltel, Sanitas and Scania attended a three day refresher training course.

Network/ Training

Network/Training for workplace Peer Educators in Botswana and Zimbabwe and Spouse Peer Educators in Zimbabwe took place during September. The objective of the training was to build capacity in knowledge on SRHR and the impact of culture, gender and gender based violence on HIV transmission. Peer Educators identified mitigating strategies they could implement in their workplaces and communities to address HIV vulnerability and risk. A popular topic during the training in Zimbabwe was "Social Butterflies" looking at links between social media abuse, sexual harassment in the workplace and HIV transmission. Peer Educators identified ways in which social media could be used to enhance workplace programmes by providing platforms for education, advocacy for testing and support for colleagues.



Peer Educator profile

Tell us a little about yourself

My name is Jamie van Wyke, I work at Atlas Copco Namibia in the Sales department. Away from work I enjoy playing netball for a local team called the Tigers.

What motivated you to become a Peer Educator?

A work colleague nominated me to become a Peer Educator. I

wanted to help and assist people and needed to learn how I could do this more effectively.

What is your peer education power principle?

To lead by example and walk the talk.

What peer education activities have you carried out this year?

I organised Women's Awareness in February, a Safety and Wellness Day in May and a Tobacco Awareness Day in June.

What challenges did you face in the implementation of these activities and how were you able to overcome them?

In February after breaking both my feet, I learnt the importance of delegation and team work as I had to ask my fellow staff members to carry out tasks in order for the Women's Awareness event to take place.

What activities do you have planned for the rest of this year?

We are planning the following activities:

October- Family Wellness Day

November - "Movember" for men's health awareness

December - World AIDS Day outreach to Mama Ann Foundation which supports children who have been affected by HIV and AIDS.

Upcoming events

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).

