



The SWHAP Model: Joint Consultation and Collaboration for Workplace Policies by Employers and Worker Representatives in East, Central and Southern Africa

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Background

HIV remains a major challenge in sub-Saharan Africa. While significant progress has been made in addressing the epidemic amongst the general population, prevalence in the region remains high with approximately two thirds of those living with HIV globally, living in this region.

HIV affects people in the most economically productive periods of their lives leading to reduced earnings and higher spending on medical costs with a negative effect on savings and disposable income. HIV thus not only affects the health of the individual, it also impacts households, communities, and the development and economic growth of nations. Concerted efforts are needed to engage all sectors to end AIDS as a public health threat by 2030.

The workplace is an ideal arena to address the causes and effects of HIV and AIDS as workers spend a lot of time at the workplace, and attitude formation and behaviour change are greatly connected to working life and work culture. Thus, the business world and labour unions have a golden opportunity to play an important role in the HIV response.



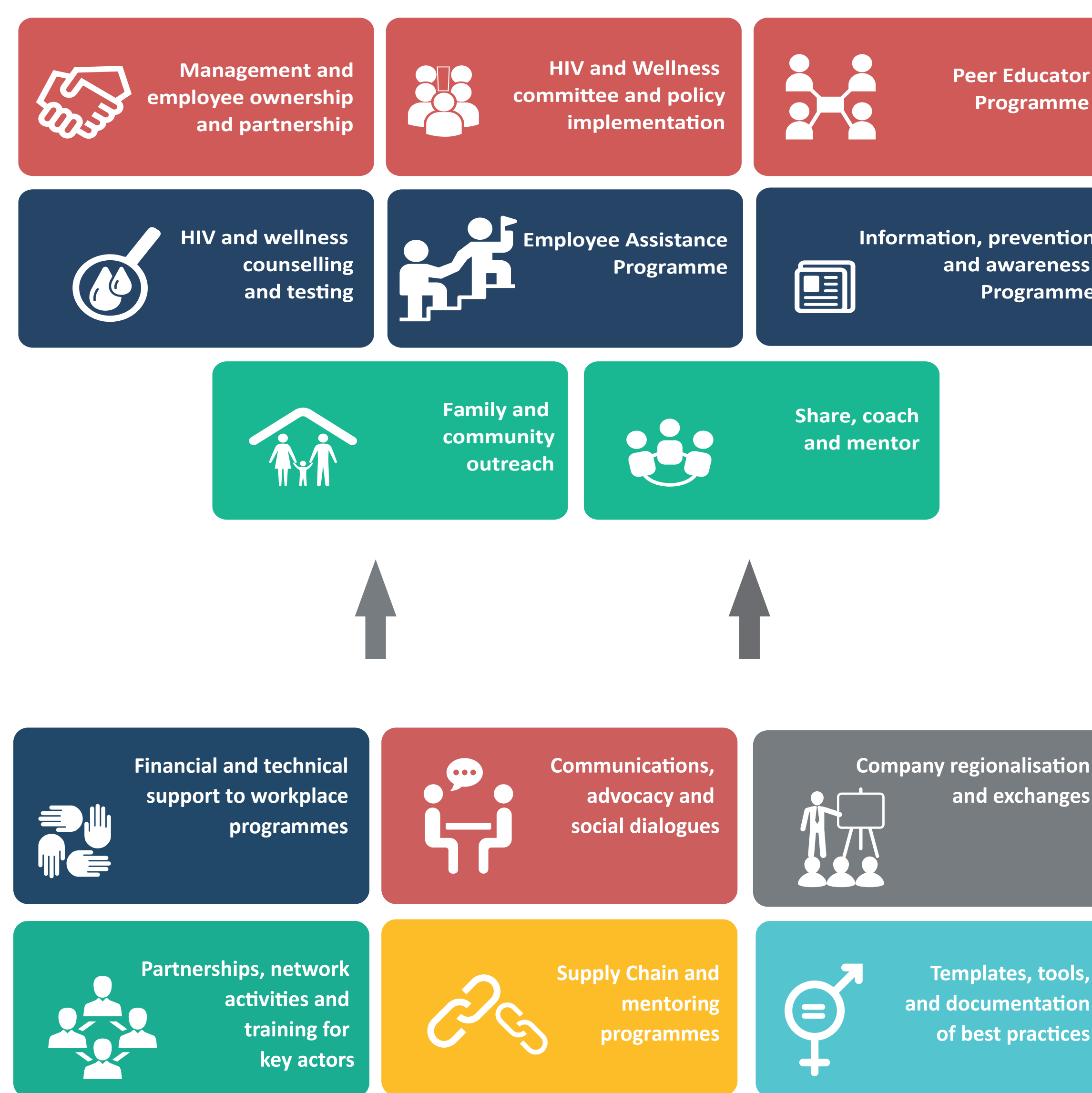
Description

The Swedish Workplace HIV and AIDS Programme (SWHAP) supports workplaces to address HIV and AIDS through the development and implementation of workplace HIV and AIDS programmes and policies in 11 countries in East, Central and Southern Africa. SWHAP was jointly initiated by the International Council of Swedish Industry (NIR) and the Swedish Industrial and Metal Workers' Union (IF Metall).

The practical approach of engaging workplaces to develop and implement successful programmes within SWHAP is through working with employer and worker representatives with an emphasis on collaboration between the parties to develop and implement policies and programmes. This process ensures buy-in and commitment which promotes policy and programme adoption. Workplace HIV and wellness committees made up of both management and employee representatives jointly develop and implement the policies following the International Labour Organization's HIV and AIDS Recommendation (No.200). The policies ensure confidentiality of employee HIV status, protect against discrimination and take gender issues into consideration. Key principles through the process are consultation, participation and partnership.



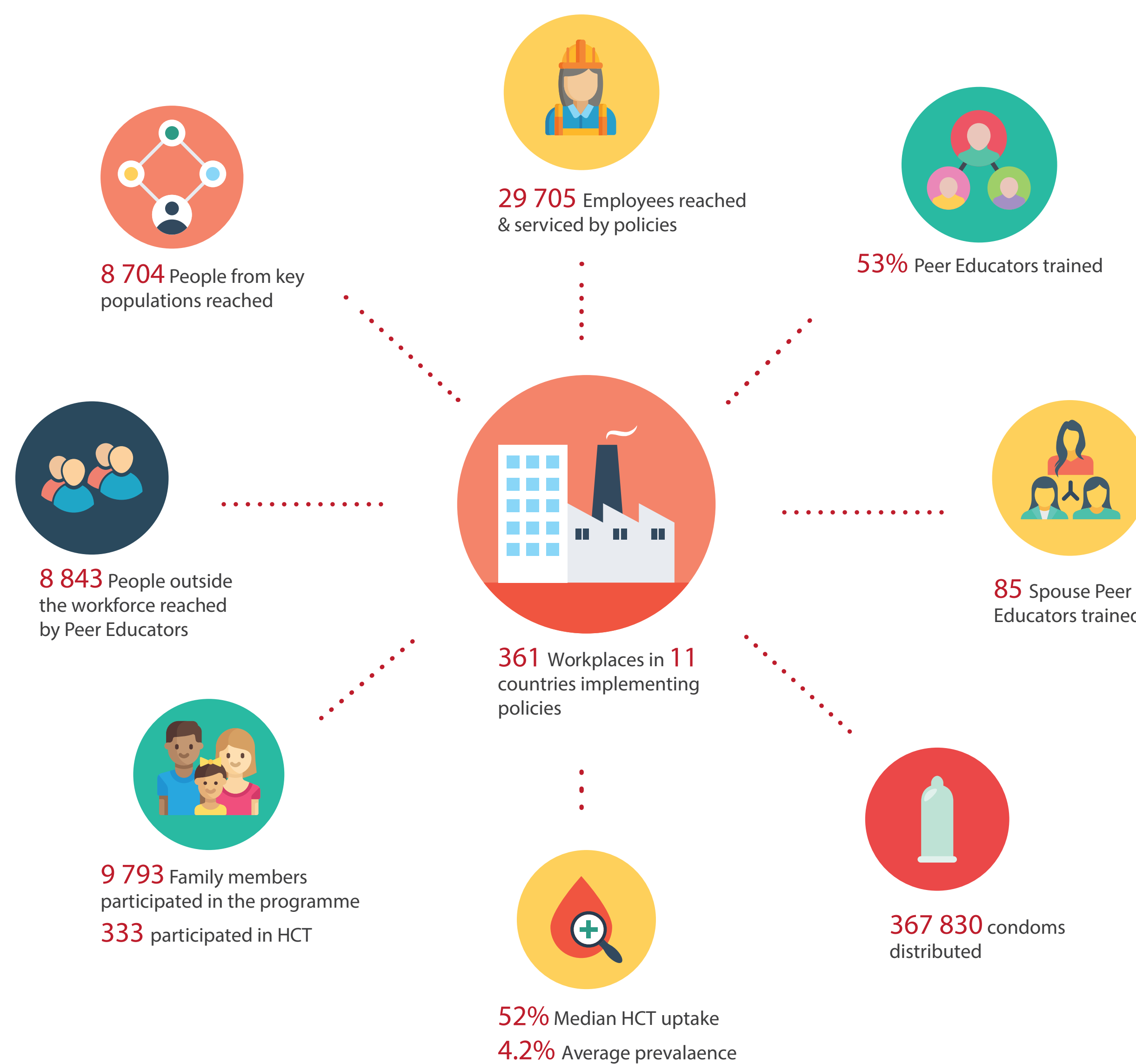
The SWHAP Approach



Lessons Learnt

The model and its use of social dialogue to encourage partners to address health and wellness issues has contributed to trust between parties, improved dialogue and strengthened industrial relations.

2016 IMPACT



Conclusions/ Next Steps

- ▶ Mainstreaming of gender and wellness into all workplace programmes.
- ▶ Enhancing the sustainability of programmes to contribute to improved health, social dialogue, decent work, gender equity and economic growth.

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 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 360 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 by the companies that participate in the programme.

www.swhap.org



Contact: SWHAP Secretariat - info@swhap.org or Country Coordinators - www.swhap.org/about/coordinators

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