SABCOHA / JBIC
HIV/AIDS WORKPLACE CAPACITY BUILDING PROGRAMME
Falling productivity and increasing costs as a result of HIV/AIDS is causing problems in the private sector in South Africa. This prompted the South African Business Coalition on HIV/AIDS (SABCOHA) and the Japan Bank for International Cooperation (JBIC) to commit themselves to strengthening the private sector response to HIV/AIDS in South Africa.

While companies operating in South Africa have taken steps to address HIV/AIDS through workplace programmes there are still gaps in these programmes and there is a need to improve their effectiveness. This is mainly due to capacity constraints, gaps in monitoring of programmes, lack of technical expertise and budgetary limitations which have hampered effective implementation.

JBIC approached SABCOHA to deliver a programme that would address these gaps. They entered into an agreement at the beginning of 2007 with the common purpose of strengthening the capacity of companies implementing effective HIV/AIDS programmes.

SABCOHA hosted the Original Equipment Manufacturer (OEM) Forum, which provided a platform for discussions on the proposed SABCOHA/JBIC intervention.

Following on these discussions SABCOHA negotiated with JBIC to support the development of an improvement programme in the automotive sector. Seven OEMs in the motor manufacturing sector were included in the programme and it was also agreed that Hernic Ferrochrome Mining (Pty) Limited—the Mitsubishi Corporation 51% owned subsidiary would be part of the project. JBIC requested to Hernic Ferrochrome Mining (Pty) Limited to participate in this project, because of the importance of mining sector not only for South Africa but also for Japan.

**About SABCOHA**

SABCOHA is a member-driven organisation established to empower business in the fight against HIV/AIDS. It ensures business is integral to the national response to HIV and AIDS. It also manages HIV and AIDS knowledge and research pertinent to business. It seeks to mitigate the impact of HIV/AIDS on sustained profitability and economic growth by ensuring that business is a key part of an integrated effective national response to HIV/AIDS.

SABCOHA helps companies, both large and small, to combat the epidemic through workplace initiatives. Its core activities include: researching, developing and sharing best practice models; pioneering new business initiatives; and communicating key information.
About JBIC

JBIC is a policy-based financing institution responsible for conducting Japan’s external economic policy and economic cooperation.

JBIC’s principal purpose is to assist developing countries in their efforts to develop economic and social infrastructure and to stabilise their economies.

JBIC’s approach to the HIV/AIDS issue

JBIC is proactive in countries with a high HIV infection rate.

In August 2006 the Joint Initiative to Prevent the HIV/AIDS Epidemic Through Infrastructure Project was launched by JBIC, the World Bank, the Asian Development Bank, the African Development Bank, the UK Department for International Development, and KFW Entwicklungsbank.

Under this initiative JBIC encourages the sharing of best practices and the further strengthening of partnerships with all stakeholders to achieve the implementation of effective and sustainable measures against HIV/AIDS.
The intervention

SABCOHA collaborated with two accredited service providers, Aganang HIV Resource Centre and RedPeg (Pty) Limited to provide these interventions.

How the programme was implemented in the OEM sector

Overview of OEM activities / rapid appraisal

Before any programmes were implemented in the OEM sector an overview of the sector’s HIV/AIDS programmes was prepared based on information provided by BMW South Africa (Pty) Limited, Ford Motor Company of Southern Africa, General Motors of South Africa, Mercedes-Benz South Africa, Nissan South Africa, Toyota South Africa and Volkswagen South Africa.

This overview gave SABCOHA and RedPeg insight into the type and variety of workplace programmes in place in the sector. They found that while, overall, sector members were involved in the health welfare of their employees, the programmes in place varied widely in form and content. They also found that sector members shared a common agenda: to expand and diversify interventions involving the prevention and treatment of HIV/AIDS.

Following on this overview the companies selected to participate in the programme provided a list of what they felt were their HIV/AIDS capacity building needs. RedPeg then assessed these self-reported needs and recommended what intervention(s) should be implemented during the JBIC/SABCOHA programme.
Capacity building interventions

These included the:

Development of a database of HIV/AIDS service providers

An easily accessible database of endorsed service providers for different companies that would facilitate easy assessment and contracting of service providers was needed. The database was to include information on accredited training: knowledge attitudes and practices (KAP) surveys; impact assessments; voluntary counseling and testing (VCT); treatment programmes; research; and other related health services.

The research was undertaken and a comprehensive list of HIV/AIDS service providers was developed. This database has been finalised and will be available as a web-based resource. (This request was initiated by BMW but will benefit the motor industry as a whole and beyond).

Knowledge attitudes and practice (KAP) survey

For Nissan it was important to gain an understanding of knowledge, attitudes and practices before developing a three-year training strategy for the company. In line with the company’s request a rapid KAP survey was undertaken, which proved to be a useful guide to the training of master trainers required.

Training of master trainers

Prior to the Programme no training certified against any HIV/AIDS standards had been provided to Nissan and Toyota staff. Training of master trainers who would be able to build internal capacity to deliver training to peer educators, managers, shop stewards and corporate social investment (CSI) projects was conducted.

Twenty five master trainers were trained and certified as master trainers. They are now able to deliver a comprehensive organisational HIV/AIDS programme. Their training has also given them an understanding of the impact of HIV/AIDS in the workplace and it has equipped them to develop strategic plans to mitigate this impact.

Training of HIV/AIDS peer counsellors

As requested by the companies the programme trained 70 staff members (25 at Ford, 20 at General Motors and 25 at Volkswagen South Africa). All the participants trained are certified as peer counsellors and offer first line lay counselling to HIV infected and affected employees at these companies. The programme used to train them is aligned to the relevant unit standards.
HIV/AIDS supply chain model

Research was undertaken for Nissan South Africa and Toyota South Africa into the feasibility of a supply chain programme. As a result of this research recommendations have been made on best practice models for an HIV/AIDS supply chain programme; the scope and depth of support that should be offered; the size and type of companies to be supported; and monitoring and evaluation systems.

HIV/AIDS capacity building seminars for management

In order to build capacity in the areas of HIV/AIDS workplace prevention programmes, workplace-related HIV legislation and compliance management of employees living with HIV, four seminars, each three hours in length, were developed for leaders, supervisors, junior and senior managers. These seminars have been held at Nissan, but are still to be held at Toyota.

How the programme was Implemented at Hernic Ferrochrome

Only one mining sector company participated in the programme. This was Hernic Ferrochrome (Pty) Limited - the Mitsubishi Corporation 51% owned subsidiary. The purpose of the programme was to ensure that Hernic and 19 of its contractors are able to respond appropriately to HIV/AIDS.

Management training

Eighty six managers were trained in five workshops. These workshops helped managers define and understand what constitutes a well-structured and comprehensive HIV/AIDS workplace programme and the impact of such a programme. They aimed to get their buy-in, give them a general introduction to HIV, the development of infections and the methods of transmission. In the workshop managers were briefed on the general and economic impact of HIV/AIDS on South Africa, their business and communities.
They were provided with information on treatment, care and support to those exposed to HIV and those infected with HIV; HIV testing and the legal rights of employers and employees and anticipating the way forward. During the workshops managers were also persuaded to participate in VCT.

Evaluation of the management workshops showed that the majority of participants felt that the training equipped them with additional skills that they could use to support and care for those infected and affected with HIV in the workplace. All the participating managers committed themselves to supporting the HIV and AIDS workplace programme interventions. They also committed to supporting the peer educator programme and to encouraging employees to volunteer.

HIV/AIDS policy formulation/evaluation

Aganang evaluated eight HIV/AIDS policies and draft policies with the aim of providing the companies involved with an HIV/AIDS policy that encompasses the relevant legal aspects that are required in a workplace HIV policy. The policies were based on the World Health Organisation (WHO) and South African Bureau of Standards SANS 16001 systems and standards of managing HIV and AIDS in the workplace.

Peer educator training

Fifty seven staff members in the mining industry have been trained as peer educators. As part of the training a peer educator programme was developed. The training defined the role of a peer educator and peer education, presented the advantages of having a peer educator programme in the workplace and the role of the programme coordinator. It also covered the basics of HIV/AIDS, defined the progress of HIV infections and outlined the prevention of HIV infections. The care and support of HIV infected and affected individuals were discussed in the training and peer educators were prepared to start their education programme with a VCT information drive.

Voluntary counselling and testing (VCT)

The main aim of this intervention was a voluntary counselling and testing (VCT) drive. A total of 985 employees participated and 146 tested positive for HIV, which reflects a 14.8% prevalence rate (the HIV/AIDS prevalence rate for the age between 15 to 49 in South Africa in 2007 is 18.3%; Department of Health, South Africa, 2007). All of the 146 HIV-positive staff members enrolled onto the Aganang HIV and AIDS Health Risk Management programme. The programme will provide them with information, education and support for five months and help them come to terms with their diagnosis. Thereafter medical aid members will be referred to their insurers for treatment and care. Those individuals who do not have medical insurance will be referred to the most appropriate government clinic or non-governmental organisation (NGO) for treatment and care.

The different kinds of capacity building programmes were implemented during the JBIC/SABCOHA intervention.
Service providers

RedPeg (Pty) Limited, an accredited education and training service provider, which offers a wide variety of training programmes and workplace interventions, undertook the interventions in the automotive industry. It is institutionally accredited by the Services Sector Education and Training Authority (SETA) and its training programmes are accredited by a number of SETAs, including the ETDP SETA, HWSETA, W&RSETA, MerSETA, AGRISETA and the Services SETA.

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Aganang HIV Resource Centre, which was established with the objective of participating in the global fight against HIV and AIDS, provides healthcare services and products to members, employers, employee organizations, healthcare providers and medical schemes across South Africa, and providing support to the South African government in its HIV rollout programme. Aganang was responsible for the intervention in the mining industry. Aganang’s training programmes are accredited by the Services SETA.

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Training unit standard alignment

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