

## **REPORT: SOLVE: 5-Day Policy Course**

**Namibia, Windhoek 23-27 June 2003  
University of Namibia**

### **COURSE FACILITATORS:**

Ms. Marieta Maree	Managing the Hazards
Ms. Rene Adams:	Stress
Ms. Marieta Maree:	Alcohol & Drug Abuse
Ms. Eveline Kalomo:	Violence
Ms. Simonee Shihepo:	HIV/AIDS
Ms. Janet Ananias:	Tobacco
Ms. Janet Ananias:	Reporter

### **Day 1:**

Prof Aldo Behrens, the Dean of the Faculty of Humanities and Social Sciences, from the University of Namibia made the official welcoming and opening remarks. Administrative issues were announced, the introduction of participants and facilitators took place and the participants completed the pre-test questionnaire.

Ms. Marieta Maree explained the goals and objectives of the workshop, which will enable participants to develop of a comprehensive policy that will address psychosocial problems at work. The impact of psychosocial problems to an enterprise was explained as well as the interrelatedness of the psychosocial problems. The workshop participants were divided into two groups and tasked to work on the simulation exercise, and the participants started to work on their policy statement.

### **Day 2:**

Ms. Rene Adams began this module with video clip from the Charlie Chaplin film "Modern Times", showing stress at the workplace. Participants defined stress at the workplace based on the video. The Karasek Model on stress was introduced. Participants went into their small groups and worked on their simulation exercise and the policy statement, which deals with stress.

Ms. Marieta Maree presented the Module on alcohol and drug abuse. The participants started to work in their small groups on a case study and reported back afterwards. The technical presentation on alcohol and drug abuse at the work place was made which followed with a discussion.

### **Day 3:**

Ms. Marieta Maree continued to facilitate the presentation on alcohol and drug abuse. She mentioned about the different types of drugs and it's effect on an individual. Participants went into their smaller groups and worked on the simulation exercise and their policy statement.

Ms. Eveline Kalomo was the facilitator of the Module on Violence. Participants worked individually on their case study, which was discussed afterwards. A plenary discussion on the definition of violence, the causes of violence and the different forms of violence took place.

The major elements of the violence model were presented which followed with a discussion. Ms. Eveline Kalomo continued to present how violence can be prevented at the work place. The participants worked on the simulation exercise as well as adding additional elements to their policy statement.

### **Day 4:**

Ms. Simonee Shihepo began this module with an open discussion of a case study about an enterprise affected by HIV/AIDS. The technical presentation took place followed by a discussion. The participants worked on the simulation exercise and the policy statements.

The Module on tobacco was facilitated by Ms. Janet Ananias. The presentation started with a debate between the smokers and the non-smokers. A summary of the main points in the debate was made and the technical presentation took place. Participants worked on the simulation exercises as well as the policy statements.

### **Day 5:**

During the morning, the participants prepared themselves for the presentation on their simulation exercises as well as their policy statement. The two groups made their presentations, which followed with a discussion. The two groups took different approaches in developing their policy statements but despite their different approaches they attempted to incorporate the different elements into their policy statement. The policies of the two groups are hereby attached.

Participants worked on their individual action plans how they will deal with psychosocial problems in their respective companies. Participants were informed that the action plans would be evaluated after three months before the ILO will issue certificates. The action plans were photocopied and handed back to the participants. The post- test questionnaire was also completed and handed in. The facilitators stating some words of encouragements to the participants closed the workshop.

## **SUMMARY AND CLOSURE:**

Participants were actively involved, very dedicated and committed throughout the duration of the workshop.

Participants evaluated the presentations as informative; facilitators were effective, and they liked the participatory approach to the workshop.

Some participants however mentioned that they wanted an example of a good draft policy. Participants also stated that they received minimal guidance during the simulation exercises, the ILO designed the workshop in such a way to enable participants to arrive at the answers themselves.

Additional suggestions made by participants were that they needed some guidelines to identify a troubled employee, guidelines to manage stress, how to work with an alcoholic and supervisory training. These suggestions clearly indicated that participants are adamant to address the psychosocial problems at their workplaces. Through the drafting of policies the participants will take the first step that will lead into implementing specific programmes, which will lead into the implementation of Micro-solves.