

## INTEGRATING HIV AND TB IN OSH: PUTTING AN END TO PARALLEL SYSTEMS!

ICOH 2012  
Cancun

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### Introduction

**Location:** East and Southern Africa → **Partners:** East African Business Council (EABC) and SADC → Countries with high vulnerability to HIV and TB and weak occupational health systems

#### Problems:

- A) Company inaction in workplace health and esp. HIV control; no concerted approach to all industry health needs; diversion between legal requirements and CSR expectations
- B) Parallel structures have been set up to deal with health in the workplace  
→ MoH: Nat. AIDS Commissions ↔ MoL: Occupational Health Dept.  
→ unclear responsibilities, overlapping strategies, little communication

**Method:** Multi-country onsite investigations, qualitative research, participatory process in the **HOTEL industry (East Africa)** and in the **TRANSPORT industry (Southern Africa)** incl. employers, employees, service and insurance providers, government

### Step-Wise Approach

Understanding OSH, HIV, TB and NCD per industry

Verifying industry specific health hazards and risks

Building industry consensus

Defining industry health standards

Formulating industry guidelines for implementation

### Workplace health in transport



### Specific Challenges

- Occupational accidents + diseases common → long driving hours, alcohol and drug abuse
- High HIV infection rates due to travels, multiple concurrent partnerships and contracting of sex workers
- Other infectious diseases due to missing vaccinations, poor hygiene and protection
- Non-communicable chronic ailments like musculo-skeletal disorders

### Entry Points

#### HIV & TB integration in OSH for companies and public regulation

- One OSH policy with clause on HIV & TB non-discrimination
- One OSH management covering all
- Medical checkups with HIV opt-out testing and TB screening
- Education & training including HIV&TB
- Protective equipment with gloves and information on post-exposure prophylaxis

### Specific Challenges

- OSH confined to food and beverages; hazards + risks of other work areas neglected
- Casual work common → low access to medical support and health education
- High proportion of female workers
- High HIV risk due to conducive environment for sexual contacts, sexual harassment, occasional sex work
- High transmission risk for other infections due to customer contact



### Workplace health in hotels

STAR-rating for hotels in EAC covering service, endowment, management, health

Workforce health as part of general quality

Road transport management system (RTMS) covering vehicle loading, maintenance, management, health

**Further information:** [papkalla@healthdevelopment.de](mailto:papkalla@healthdevelopment.de)

**Transport and hotel guidelines available at:** <http://awisa-network.net/integrated-health-management>

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