INDUSTRY HEALTH MANAGEMENT GUIDELINES

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



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Location: East and Southern Africa \Rightarrow **Partners**: East African Business Council (EABC) and SADC \Rightarrow 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, partipatory 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

Introduction

Verifying industryspecific health hazards and risks

Building industry consensus

Defining industr health standard Formulating industry guidelines for implementation

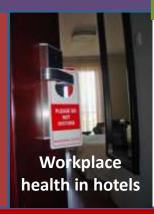


Specific Challenges

- Occupatioanl 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-sceletal disorders

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 harrassment, occasional sex work
- High transmission risk for other infections due to customer contact



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

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

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Transport and hotel guidelines available at: http://awisa-network.net/integrated-health-management GIZ is a technical agency implementing development programmes on behalf of the German Federal Government