



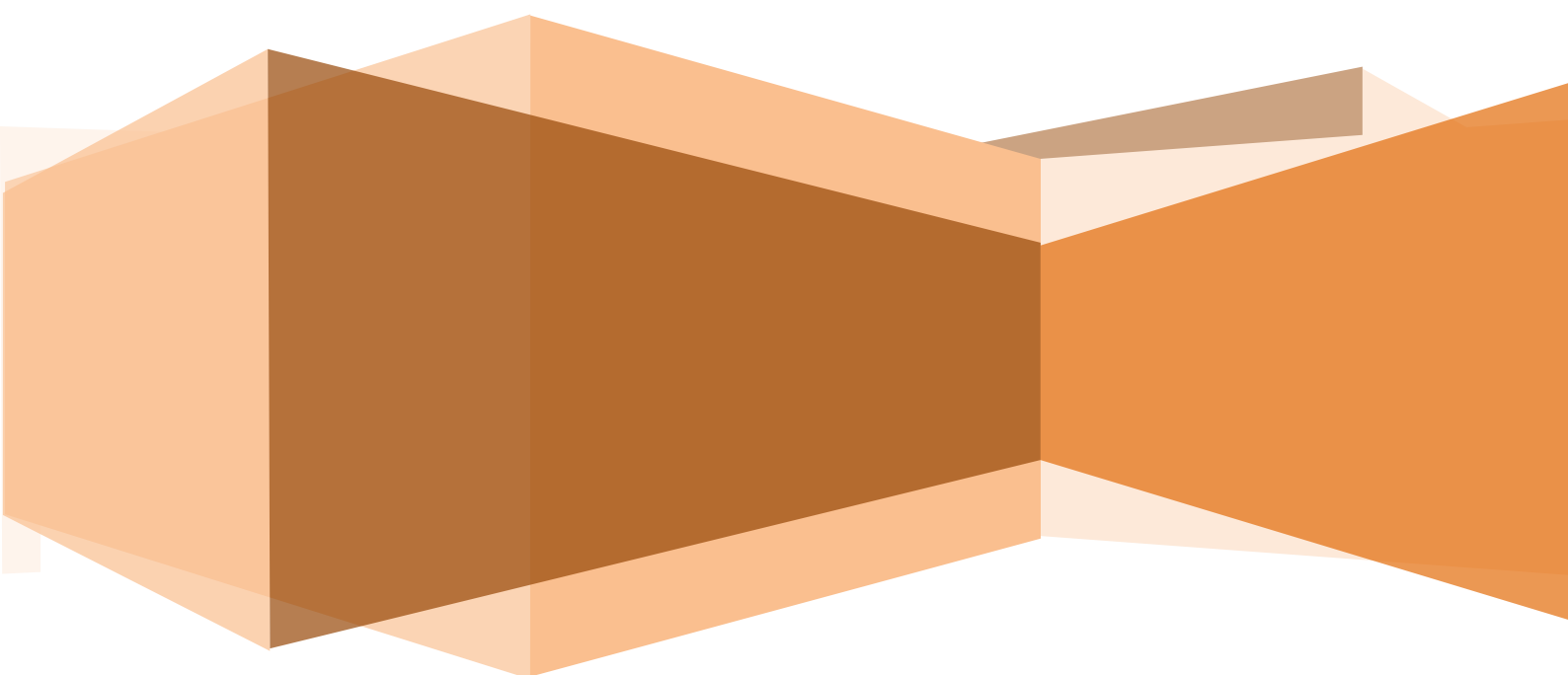
International
Labour
Organization



World Health
Organization

Working together with businesses

Guidance on TB and TB/HIV prevention, diagnosis, treatment
and care in the workplace



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Stop TB Partnership



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Abbreviations

ACSM	Advocacy Communication and Social Mobilization
AIDS	Acquired Immunodeficiency Syndrome
ARV	Antiretroviral (drug)
BRAC	Bangladesh Rural Advancement Committee
CCM	Country Coordination Mechanism
DEWG	DOTS Expansion Working Group
DOT	Directly observed treatment
DOTS	The basic package that underpins the Stop TB Strategy
GDF	Global Drug Facility
Global Fund	Global Fund to Fight AIDS, Tuberculosis and Malaria
HBCs	High TB-burden countries
HIV	Human immunodeficiency virus
ILO	International Labour Organization
KNCV	The Royal Netherlands Tuberculosis Foundation
MDG	Millennium Development Goal
MDR-TB	Multidrug-resistant tuberculosis
MNC	Multi-national company
MoU	Memorandum of understanding
NAP	National AIDS Programme
NGO	Nongovernmental organization
NSA	National Situation Assessment
NTP	National TB control programme
PPM	Public–private mix
SME	Small and medium sized enterprise
TB	Tuberculosis
TB-IC	Tuberculosis Infection Control
TB care	The full package of TB prevention, diagnostic, treatment and care activities
UNAIDS	Joint United Nations Programme on HIV/AIDS
WHO	World Health Organization

Foreword

Tuberculosis (TB) is a treatable and curable disease that strikes adults in their prime working years and keeps people from supporting themselves and their families. HIV is preventable and manageable with antiretroviral therapy and also affects adults of working age. In recent years, the gamut of TB and HIV prevention, treatment and care has expanded from the domain of the public sector to non-state sectors including voluntary, corporate and private care providers. Governments have recognized that a multi-stakeholder approach is needed to maximize efforts to address the dual epidemics of TB and HIV. This has resulted in important gains towards better care for people living with HIV and TB across the globe.

For the business sector, there is growing recognition of the implications of TB and HIV on the workforce and profitability. In high TB and HIV prevalent settings, the impact of these diseases on the workforce includes decreased productivity, absenteeism, high turnover and the risk of further TB transmission. This reverberates further, affecting surrounding communities, consumers and the economy as a whole.

On the macro-level, the engagement of workplaces complements global efforts to tackle the TB and HIV epidemics, and contributes to achieving the targets set out in the Millennium Development Goals, World Health Organization (WHO) Stop TB Strategy, the Stop TB Partnership Global Plan and the Joint United Nations Programme on HIV/AIDS (UNAIDS) Strategy. The International Labour Organization (ILO) Recommendation concerning HIV and AIDS and the world of work, makes provisions for workers to benefit from programmes to prevent special risks of occupational transmission of HIV and TB.

The corporate and business sector belong to a wide range of care providers that offer TB and HIV care to significant proportions of working populations. While considerable literature is now available on diverse public-private mix interventions for TB care and control, there is a dearth of documentation and updated guidance on business sector initiatives in TB care. To address the need for guiding principles to initiate and scale up the engagement of the business sector in TB and HIV care, the WHO in collaboration with ILO, UNAIDS and other partners conducted an assessment of business sector initiatives to address TB and TB/HIV,

documented working examples on the ground, and organized an expert consultation to discuss and draw lessons from available evidence.

The purpose of this document is to capitalize on the untapped potential of the business sector to respond to these two epidemics. Built on the 2003 guidelines on contribution of workplaces to TB control prepared jointly by the ILO and WHO, these guidelines should help capitalize on increased awareness about TB and HIV and their impact on businesses, and strengthen partnerships between national TB programmes, national HIV programmes, and the business sector to improve TB and HIV prevention, treatment and care activities. Existing guidance to facilitate business participation predominantly focuses on HIV. This document is therefore principally centred on TB prevention, treatment and care and its linkages with HIV.

This document is designed to provide guidance to TB and HIV programme managers, employers, workers organizations, occupational health staff and other partners on the need and ways to work in partnership to design and implement workplace TB/HIV prevention, treatment and care programmes integrated with occupational health and HIV workplace programmes where relevant.

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