WORKPLACE TUBERCULOSIS PROGRAMMES

In ESG and Sustainability Reporting Frameworks

Ending Workplace **TB**

Mapping the impact of **workplace TB programmes** across ESG reporting frameworks

10 million estimated TB cases in 2020 alone

million deaths attributable to TB **1.5**

Figures from Global TB Report 2021

Introduction

When a company and its employees devote time to an initiative like Ending Workplace TB (EWTB), they inevitably do so at the expense of a different project or piece of work. To make that decision worthwhile, EWTB must provide its members with value. We aim to do that in several ways, including by contributing to improved employee health and wellbeing, company visibility, and social impact.

This document focuses on another way of showing value to our members: by helping them show the value of what they're doing to their investors. The report outlines how membership of EWTB and implementation of the interventions we propose relates to well-established ESG and sustainability reporting frameworks used by investors around the world. We break down how specific types of programmes, covered in our implementation guides, match these frameworks.

The types of programmes are:

- Awareness raising programmes
- Dedicated anti-stigma programmes
- Social protection programmes
- TB care & prevention
- Supplier engagement programmes
- Policy and advocacy programmes

The intention is that the sections of this paper can be copied over into any framework that a given member company uses for its existing ESG and sustainability reporting. For example, a member which operates an awareness raising programme should be able to copy the relevant section of this report to help showcase their ESG impact. Where possible, we have also included potential metrics that a company could use to further showcase its impact in a sustainability report.

If you are using one of the frameworks not covered in this paper, please contact us and we will try to help.

ESG Reporting

We have identified seven common frameworks that companies use in ESG reporting and demonstrated how the different programmes of interventions map across these frameworks. We use ISO26000 on Social Responsibility as a base and each section includes a table that maps the relevant ISO26000 clauses across to the other frameworks.

Please note, this report will not cover the content of these frameworks in detail. If you wish to know more about those frameworks, please refer to them directly.

Frameworks used:
- International Integrated Reporting Framework
- ISO26000 on Social Responsibility
- UN Global Compact
- OECD Investor Framework
- Sustainable Development Goals
- Global Reporting Initiative
- WEF Measuring Stakeholder Capitalism

General advice on membership of Ending Workplace TB (EWTB)

EWTB is a coalition of multinationals, united by a shared commitment to the health and wellbeing of the people who work for them, and who work in their supply chains. Our members work collectively and individually to tackle TB and associated illnesses in their workplaces and communities.

		ISO26000	UN GC Principles	OECD Guidelines	WEF	Global Reporting Initiative	SDGs
Through membership of Ending Workplace TB, organizations in all countries:	Demonstrate their support for and the realisation of economic, social, and cultural human rights, by partnering with other organizations under EWTB.	6.3.9	1	IV	Dignity and Equality	-	SDG 3 Good Health and Well-Being
	Demonstrate that they are fulfilling their responsibility to encourage other organizations to address issues relating to workplace health.	6.6.6	10	VII	-	407-1, 414-1	SDG 3 Good Health and Well-Being; SDG 8 Decent Work and Economic Growth
Through membership of Ending Workplace TB, organizations in High-TB Burden countries additionally:	Demonstrate their commitment to upholding and advancing the human right to health	6.3.4	1,2,4,5	IV	Dignity and Equality	412-1, 414-1, 414-2	SDG 3 Good Health and Well-Being
	Demonstrate their commitment to high standards of workplace health and safety, especially protection of workers from risks to health	6.4.6	-	V	Health & Well-Being	403-2, 403-3	SDG 3 Good Health and Well-Being; SDG 8 Decent Work and Economic Growth
Community							
Organizations acting in its community on health, but especially those in high TB burden countries:	Demonstrate its commitment to the contribution of health in communities. Activities include any, some, or all of: raising awareness, supporting early detection of diseases, enhancing access to medicines and vaccinations.	6.8.8	-	-	Total Social Investment	403-2, 403-3	SDG 3 Good Health and Well-Being

Awareness Raising Programmes

An awareness raising programme is an initiative that focuses on educating the workforce or community on any aspect of TB.

Metrics

Knowledge, attitudes, and practices (KAP) survey results (before and after)

Number of people reached/trained/engaged.

IIRF Capitals

Human: Knowledge enhances people's capabilities to protect themselves and their families.

Social and relationship: Awareness raising programmes can build a positive workplace culture, with a particular focus on being supportive around health.

Intellectual: Enhanced knowledge around key health issues is an aspect of intellectual capital.

Initiative	Outcome	ISO26000	UN GC Principles	OECD Guidelines	WEF	Global Reporting Initiative	SDGs
Organizations that conduct awareness raising in the workplace	Demonstrate their commitment to ensuring that all personnel have adequate training on critical health issues.	6.4.6	-	V	Skills for the Future	403-2, 403-3	
	Demonstrate their commitment to encouraging health and wellbeing	6.4.7	6	V	-	404-1	
Community							
Organizations that conduct awareness raising in the community	Demonstrate their commitment to their consumers and community to ensure they are educated on critical issues around health and safety (*of particular relevance in a high TB burden country*).	6.7.9	-	VIII	-	-	

Anti-Stigma Programmes

An anti-stigma programme is any activity designed to reduce prejudice and discrimination of people affected by TB or who are associated with people affected by TB.

Metrics

Knowledge, attitudes, and practices (KAP) survey results (before and after)

Number of people reached/trained/engaged.

IIRF Capitals

Human: Tackling prejudice and discrimination increases human capital.

Social and relationship: Tackling prejudice and discrimination enhances relationships, it may also involve engagement with specific community groups.

Intellectual: Enhanced knowledge around key health issues is an aspect of intellectual capital.

		ISO26000	UN GC Principles	OECD Guidelines	WEF	Global Reporting Initiative	SDGs
"The prohibition of discrimination is one of the most fundamental principles of human rights." (ISO26000). Tackling it, therefore:	Demonstrates that an organization is committed to maintaining individuals' human rights, especially among its own operations and employees	6.3.2	-	IV	Dignity and equality	-	3 GOOD HEALTH AND WELL-BEING / 8 DECENT WORK AND ECONOMIC GROWTH
	Demonstrates that an organization is committed to not only supporting human rights but avoiding any possibility of being complicit in infringements of human rights	6.3.5	1, 2	IV	-	412-2, 412-3	3 GOOD HEALTH AND WELL-BEING
	Demonstrates that an organization is committed to explicitly tackling discrimination on health grounds	6.3.7	1, 5, 6	IV	Dignity and equality	406-1	3 GOOD HEALTH AND WELL-BEING
	Demonstrates that an organization is committed to address all forms of discrimination in the workplace	6.3.10	1, 3-6	IV	Dignity and equality	406-1	8 DECENT WORK AND ECONOMIC GROWTH

Community

All community-based programmes fall under the first clause around high TB burden countries in 'General advice' on page 5

Social Protection Programmes

A social protection programme is an initiative designed to ensure that an individual does not suffer financial or other consequences from having TB. Such programmes include: sick leave, phased return-to-work policies, and stipends to assist completion of treatment.

Metrics

Policies that meet basic guidelines and data highlighting that the workforce understands and uses them.

Anonymised data on managers' respect and support for the use of social protection policies.

IIRF Capitals

Human: people who are able to take time to recover when unwell are less likely to suffer burnout or prolonged illness.

Social and relationship: social protection policies can only be effective if they are used which is dependent on workplace culture.

Financial: social protection carries a cost but also major benefits in reduced transmission of diseases which increases productivity.

		ISO26000	UN GC Principles	OECD Guidelines	WEF	Global Reporting Initiative	SDGs
Social protection is a key pillar of workplace health programmes. As such, social protection policies meet the core criteria listed in 'General Advice' above. In addition, organizations delivering strong social protection policies:	Demonstrate their commitment to international instruments – especially those of the International Labour Organization – even when those instruments aren't enshrined in national legislation	6.4.2	-	V	-	-	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Demonstrate their commitment to eliminating arbitrary or discriminatory dismissal	6.4.3	3	V	Dignity and equality	406-1	3 GOOD HEALTH AND WELL-BEING / 8 DECENT WORK AND ECONOMIC GROWTH / 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Demonstrate their commitment to the full respect of national legislation and international instruments, also covering obligations to migrant workers	6.4.4	3	V	-	401-2	3 GOOD HEALTH AND WELL-BEING / 8 DECENT WORK AND ECONOMIC GROWTH / 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Community

Social protection is not generally offered to non-employees, however benefits that are extended beyond workers to their families would fall under the clauses listed in 'General Advice'.

TB Care & Prevention Programmes

TB care and prevention programmes are those offered by a company to provide direct, or facilitated, access to any part of the TB continuum of care.

Metrics

Number of people screened, and proportion subsequently diagnosed.

Proportion of people affected by TB fully cured

IIRF Capitals

Human: – ensuring access to high quality care enhances human capital

Social and relationship: Care and prevention programmes may require the establishment of strong relationships with local communities of care providers

Financial: TB care and prevention prevents absenteeism and boosts productivity.

Manufactured: procurement of TB-relevant equipment for occupational health (such as digital X-ray) would enhance a company's manufactured capital.

		ISO26000	UN GC Principles	OECD Guidelines	WEF	Global Reporting Initiative	SDGs
Provision of services for employees meets all the criteria in 'General Advice.' Furthermore, a company that takes active steps to provide services for its workers or its community:	Demonstrates its commitment to fulfilling the right of all people to have access to essential services.	6.7.8	-	-	Employee well-being	203-2	3 GOOD HEALTH AND WELL-BEING

Community

All community-based programmes fall under the first clause around high TB burden countries in 'General advice' on page 5

Supplier Engagement

Supplier engagement programmes entail efforts to ensure that an organization's suppliers support TB care and prevention efforts for their workers and communities.

Metrics

Supply chain management with questions dedicated to occupational health.

IIRF Capitals

Social and relationship: – engaging suppliers around workplace TB will strengthen the relationships between companies.

Financial: – outbreaks of disease in a supplier can risk the stability of supply chains and therefore undermine financial capital.

		ISO26000	UN GC Principles	OECD Guidelines	WEF	Global Reporting Initiative	SDGs
Organizations that focus on strengthening the provision of workplace health in their supply chains:	Demonstrate their commitment to observing and enhancing human rights, particularly in conditions where they may be at risk, such as in complex value chains	6.3.4	1, 2, 4, 5	IV	Dignity and equality (human rights)	412-1, 414-1, 414-2	
	Demonstrate their commitment to actively informing themselves of the social and environmental conditions in which the goods and services they purchase are produced	6.3.5	1, 2	IV	Dignity and equality (human rights)	414-1, 414-2, 412-2, 412-3	
	Demonstrate their commitment to tackling health-related discrimination (stigma) within the operations of their associated parties	6.3.7	1, 5, 6	IV	Dignity and equality (human rights)	406-1	
	Demonstrate their resolve not to benefit from sub-standard labour practices in partners or suppliers	6.4.3	3, 6	V	-	406-1, 414-1, 414-2	
	Demonstrate a commitment to ensure a wide range of social considerations, including health and safety, are integrated into their frameworks for purchasing decisions	6.6.6	10	-	-	414-1, 414-2	

Policy & Advocacy Programmes

Policy and advocacy programmes are those in which an organisation attempts to influence the enabling environment around an issue (occupational health) to facilitate a more effective response to TB.

Metrics

Impact estimates of legislative or policy change

IIRF Capitals

Human: pushing for improvements in legal standards could have widespread positive impact on society, benefiting the organization's human capital, and the human capital of company as a whole.

Social and relationship: successful policy and advocacy campaigns require working in partnership with a range of stakeholders, including governments.

		ISO26000	UN GC Principles	OECD Guidelines	WEF	Global Reporting Initiative	SDGs
Organizations that engage in policy and advocacy work:	Demonstrate their commitment to not only adhere to the letter of the law, but to go beyond compliance in areas where law is not sufficiently strong and push for strengthening of relevant legislation or policy.	4.6	-	-	-	-	
	Demonstrate their commitment to human rights by championing those rights in locations where they are particularly vulnerable.	6.3.2	-	IV	Dignity and equality -	-	
	Demonstrates their commitment to fulfilling the right of all people to have access to essential services.	6.7.8	-	-	Employee well-being	203-2	

For more information, please contact:

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