

Managing Non-Communicable Diseases in the World of Work

7th Mine Health Dialogue

Birchwood Hotel and Conference Centre

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ILO Decent Work Team for East and Southern Africa

Gender, Equality, Diversity and Inclusion Branch (GEDI)

Conditions of Work and Equality (WORKQUALITY Department)

Global report

revolutionizing
health and safety:

The role of AI and
digitalization at work.



► Addressing and Managing Non-Communicable Diseases in the World of Work



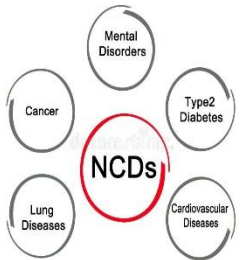
PART-I: Background and Introduction

About the ILO, Defining and Locating Workers' Organizations in the World of Work and Considering the Intersectional Approach to Occupational Safety and Health (OSH)



PART-II: Locating NCDs within the International Labour Standards

Managing Non-Communicable Diseases through occupational incidents and International Labour Standards (Conventions and Recommendations)



PART-III: Managing NCDs in the World of Work

Managing NCDs in the world of work to reduce workplace risk factors, promoting healthy lifestyles, and ensuring early detection through integrated OHS

Part-I

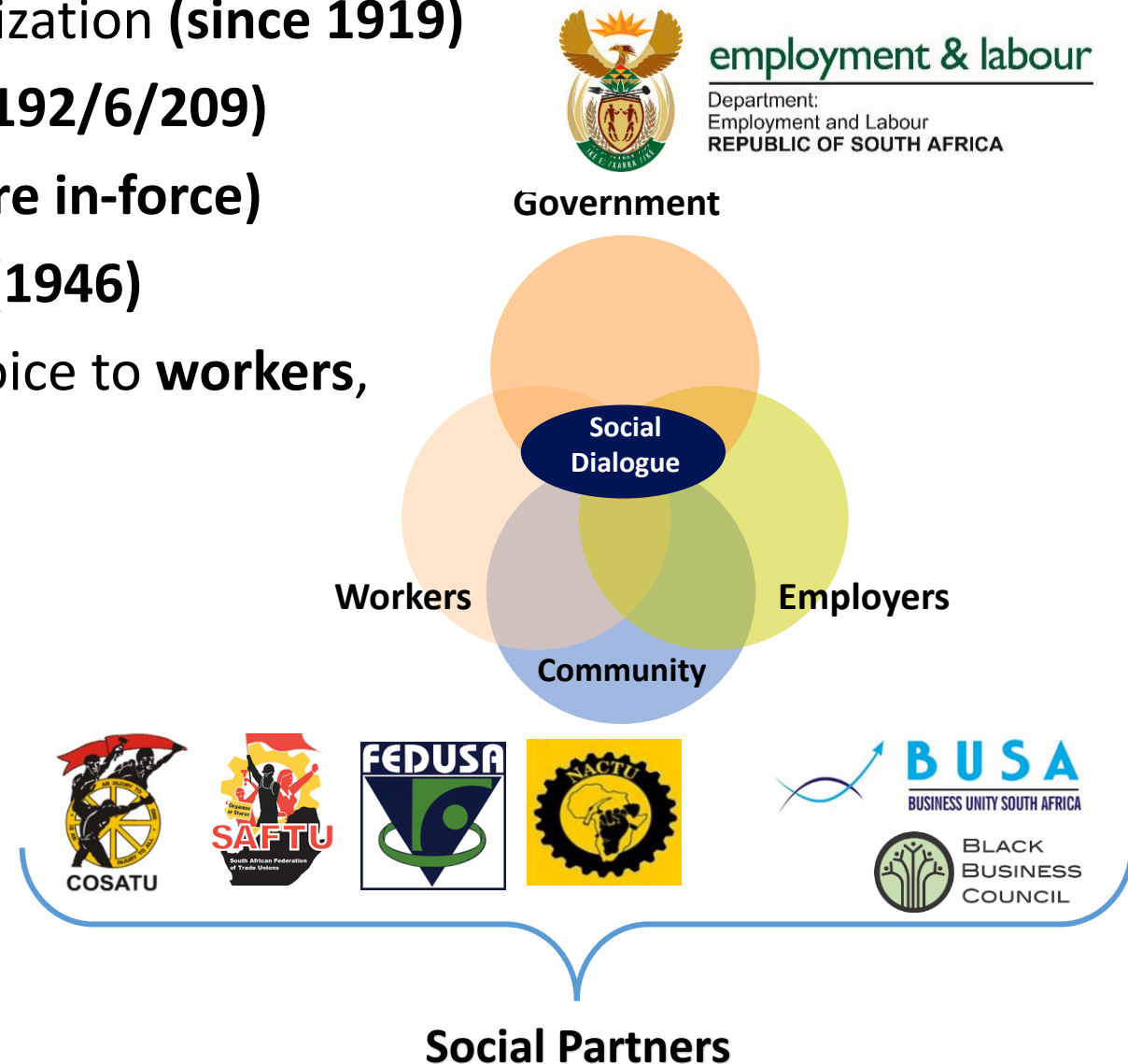
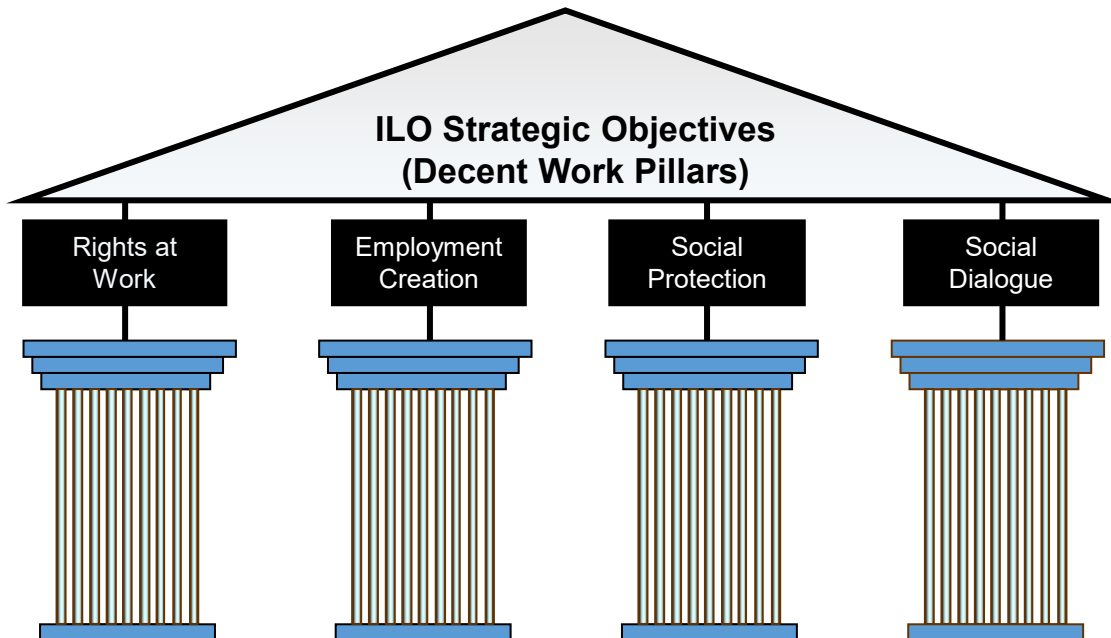
Background and Introduction



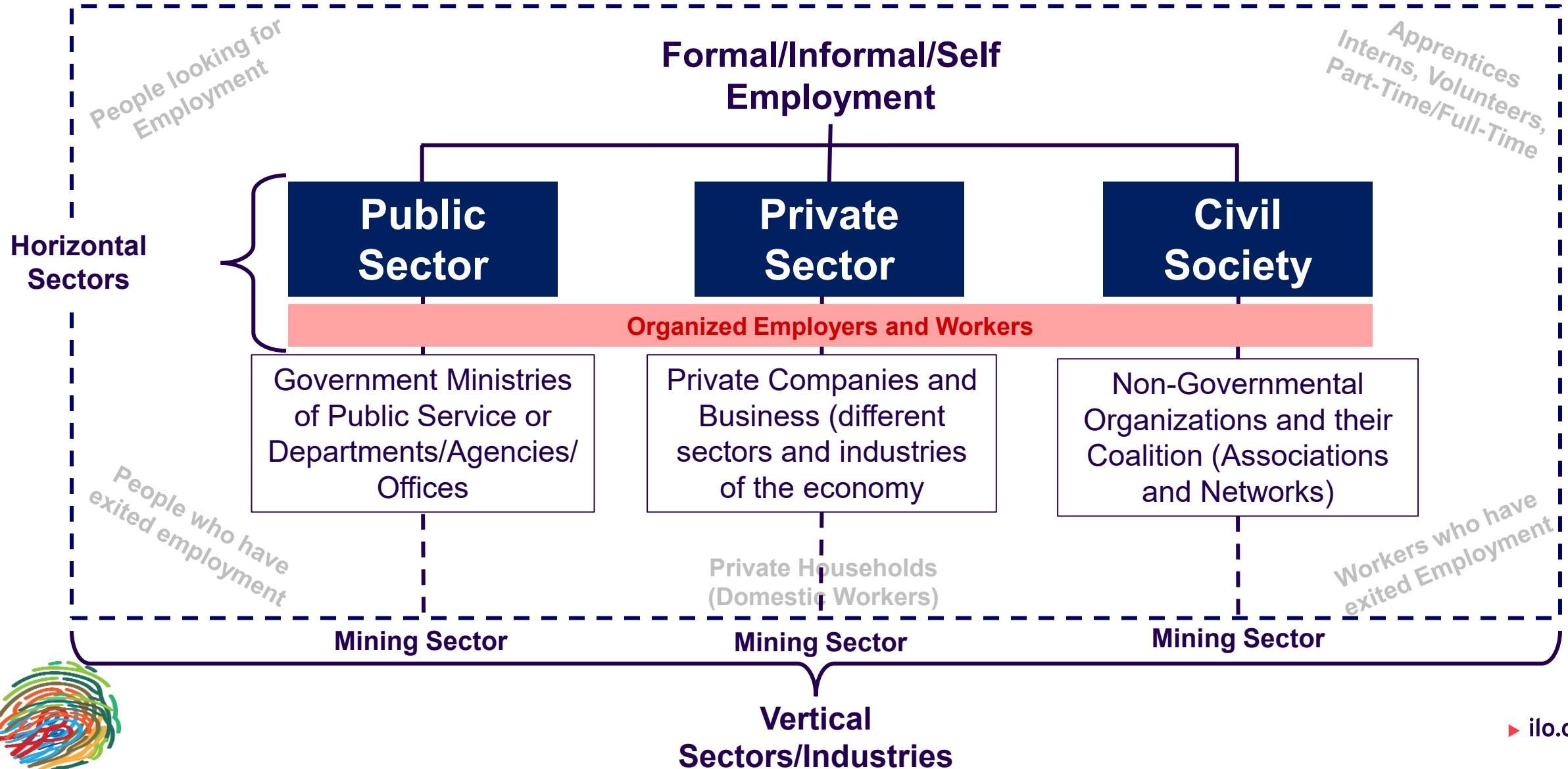
About the ILO

ILO Convention No. 144 on Tripartite
Consultation gives effect to
Tripartism (NEDLAC)

- An international labour standard setting organization (**since 1919**)
- 187 Member States and **407** ILO Instruments (**192/6/209**)
- South Africa has ratified **28-Conventions (25 are in-force)**
- First specialized agency of the United Nations (**1946**)
- Tripartite structure of the ILO gives an equal voice to **workers, employers and governments**



Locating the Mining Industry within the World of Work



Part-II

Locating NCDs within the International Labour Standards
and the Impact on the World of Work



What rights has ILO designated as fundamental?

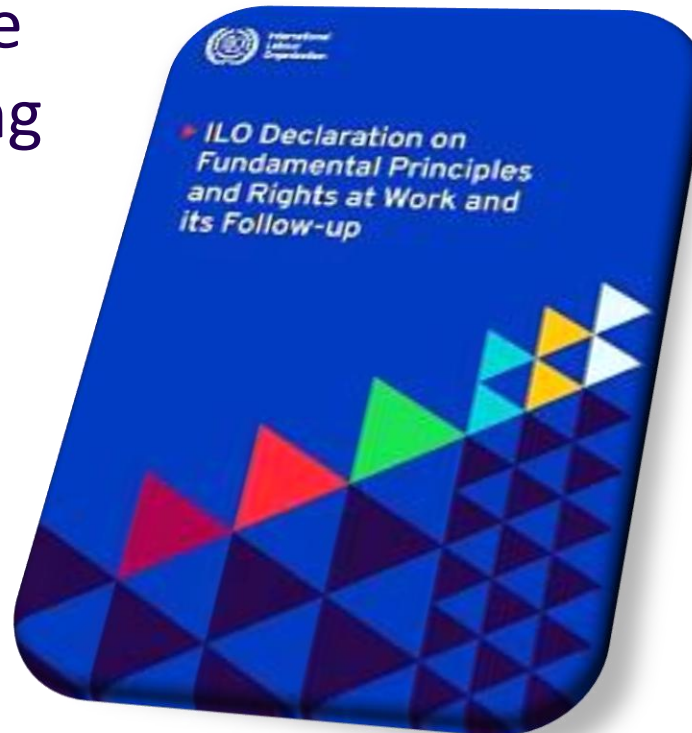
**a safe and healthy working environment
(C155 and C187)**

freedom of association and the
effective recognition of the
right to collective bargaining
(C87 and C98)

elimination of all
forms of forced or
compulsory labour
(C29-and-C105)

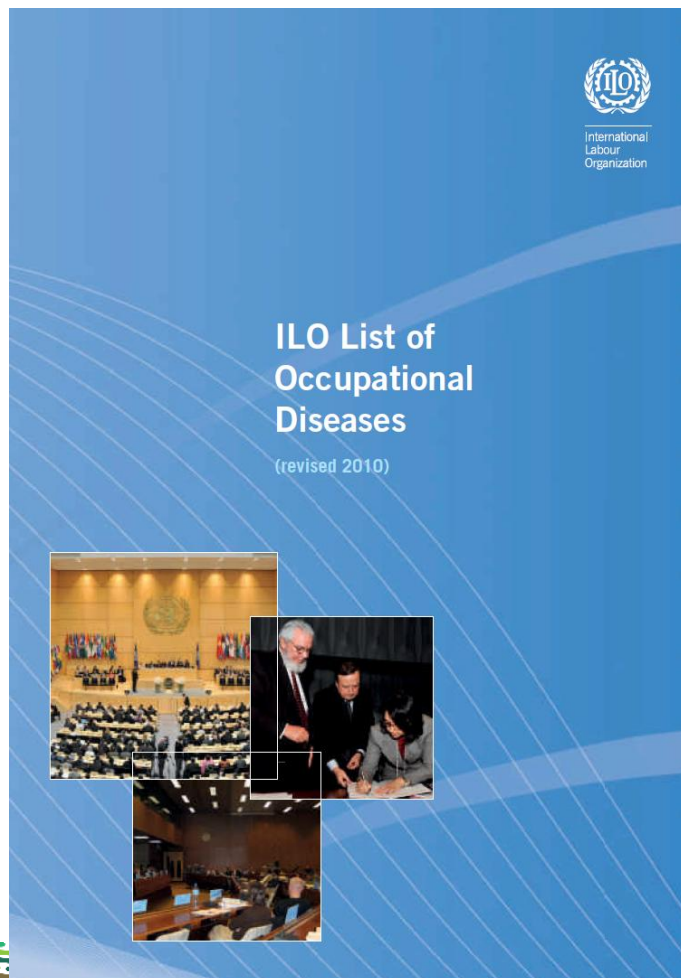
elimination of discrimination
in respect of employment
and occupation
(C100-and-C111)

effective abolition of
child labour
(C138-and-C182)  ilo.org



- **Fatalities and Injuries:** Africa records approximately **59,000 work-related fatalities** and **4 million non-fatal occupational accidents** annually. However, these figures are likely underreported due to weak data collection systems.
- **Economic Impact:** OSH-related issues contribute to **4 - 6% of GDP losses** in some African countries due to absenteeism, reduced productivity, and healthcare costs
- **Sectoral Focus:** High-risk sectors include **agriculture, mining, construction, and manufacturing**, with agriculture being the most hazardous due to widespread informality and lack of regulation



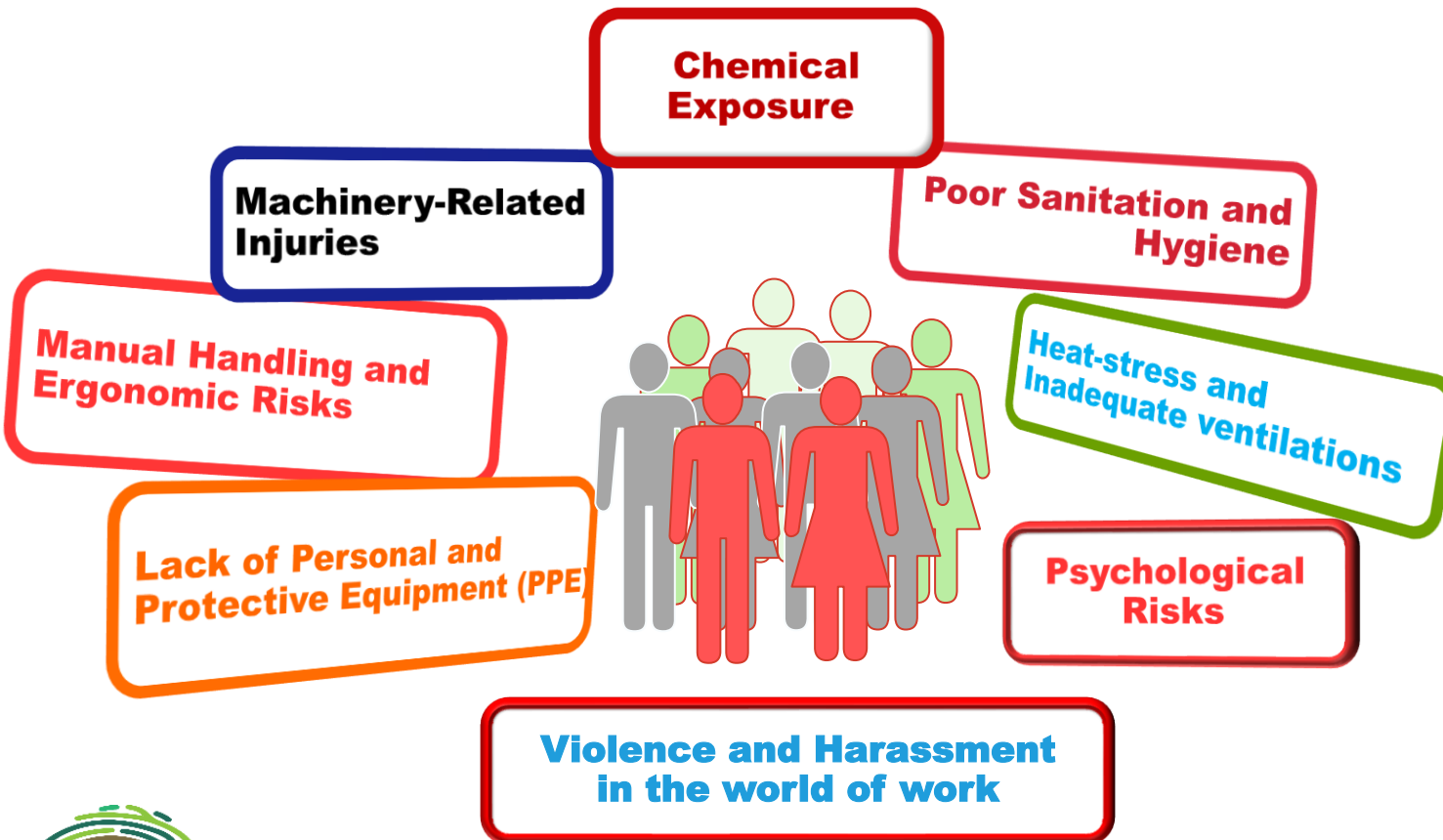


- NCDs are a major threat to workforce health and productivity
- Many NCD risks in mines are preventable through Occupational Health and OSH measures
- ILO conventions provide a strong regulatory and ethical foundation
- Zero Harm in Health is achievable with coordinated action.
- Protecting mineworker health is a **shared responsibility**

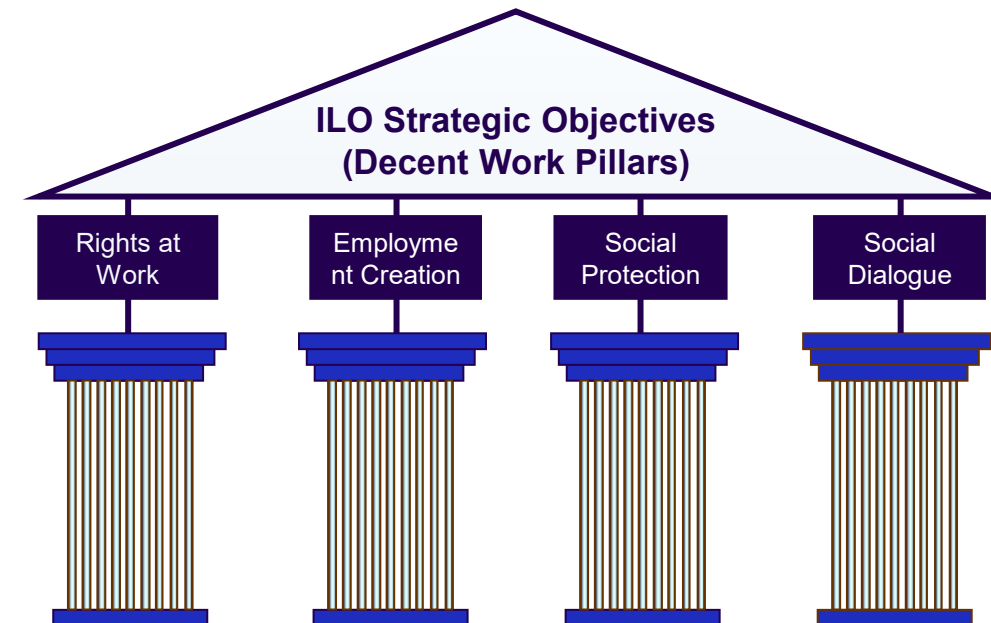


Common Hazards and Risks...

Most prevalent and common hazards and risks in the African World of Work...!



The **IMPACT** is on all the Pillars of Decent Work



International Labour Standards ...!

What are the areas that Labour Laws provide for in general...?

Freedom of Association, Collective
Bargaining Industrial Relations

Education, Vocational
Guidance and Training

Employment Security,
Termination of Employment

General
Provisions

Equality of Opportunity
and Treatment

Occupational
Health and Safety

Cooperatives

Tripartite Consultations

Maternity
Protection

Labour Administration

Social Security
(General Standards)

Migrant
Workers

Elimination of
Forced Labour

Seafarers

Fisheries

Violence and Harassment
in the Workplace

Employment Policy,
Promotion of Employment
and Employment Services

Conditions of Work

Conditions of Employment

Specific Categories of Workers

Elimination of Child Labour, Protection
of Children and Young Persons



- **C155** - Occupational Safety and Health Convention
- **C161** - Occupational Health Services Convention
- **C176 - Safety and Health in Mines Convention**
- **C170** - Chemicals Convention
- **R194** - List of Occupational Diseases Recommendation
- **C148** - Working Environment (Air, Noise, Vibration) Convention
- **Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 2001)**



List of Occupational Diseases (R194)

13

International
Labour
Organization

**ILO List of
Occupational
Diseases**
(revised 2010)

- 1. Occupational diseases caused by exposure to agents arising from work activities**
 - Diseases caused by chemical agents
 - Diseases caused by physical agents
 - Biological agents and infectious or parasitic diseases
- 2. Occupational diseases by target organ systems**
 - Respiratory diseases (OLDs)
 - Skin diseases
 - Musculoskeletal disorders
 - Mental and behavioural disorders
- 3. Occupational cancer (21)**
 - Cancer caused by specific agents = 21 (e.g. asbestos, benzidine and its salts)
 - List includes Wood dust, benzene, Hepatitis-B and C Viruses (HBV-and-HCV)
- 4. Other Diseases**
 - Other specific diseases caused by occupations or processes not mentioned in this list where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure arising from work activities and the disease(s) contracted by the worker

Categories of Diseases Affecting Health¹⁴

Communicable

Non-Communicable

... are two major categories of diseases that affect human health. The main distinction between the two lies in their causes and how they spread. Differences between the two:

- **Causes:** ... caused by infectious agents such as bacteria, viruses, fungi, or parasites
 - **Transmission:** ... can spread from one person to another through various means, including direct contact, respiratory droplets, contaminated food or water, or vectors like mosquitoes or ticks.
 - **Examples:** Common examples of communicable diseases include influenza, HIV-and-AIDS, Tuberculosis (TB), Malaria, and COVID-19.
- **Causes:** NCDs are not caused by infectious agents but rather by a combination of genetic, physiological, environmental, and behavioral factors.
 - **Transmission:** These diseases are not transmissible from one person to another.
 - **Examples:** Common examples of NCDs include cardiovascular diseases, cancers, diabetes, chronic respiratory diseases, and mental health disorders.



Categories of Diseases Affecting Health¹⁵

Communicable

Prevention: Communicable diseases can often be prevented through vaccination, maintaining good hygiene practices, safe food and water handling, and controlling vector populations.

Treatment: Treatment for communicable diseases typically involves antimicrobial medications (antibiotics, antivirals, antifungals, or antiparasitics), depending on the causative agent.

Non-Communicable

Risk Factors: NCDs are often associated with modifiable risk factors such as unhealthy diet, physical inactivity, tobacco use, and excessive alcohol consumption. Non-modifiable risk factors include age, gender, and genetic predisposition.

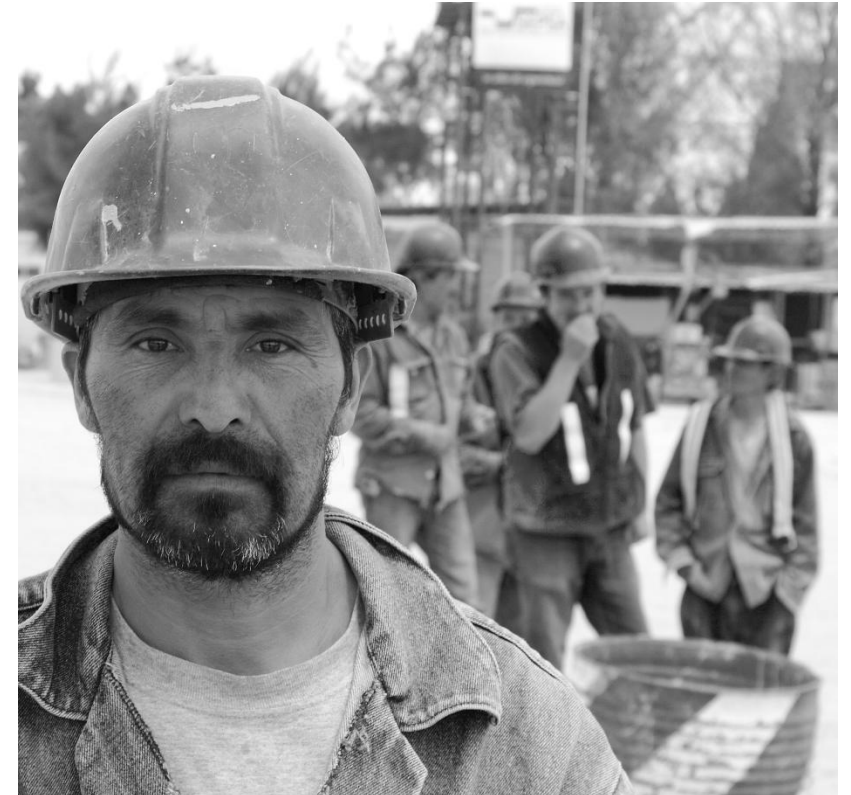
Prevention: Preventing NCDs involves adopting healthy lifestyles, regular health screenings, and managing risk factors.

Treatment: Treatment for NCDs often involves long-term management through medication, lifestyle modifications, and in some cases, surgery or other medical interventions.



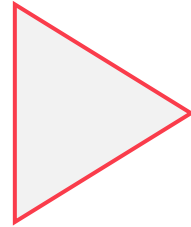
► National OSH laws and regulations

- Employers' general duty to protect the **physical and mental health** of workers
- Requirements for the adoption of **OSH preventive measures** (policy; risk assessment; protocols & procedures; training; etc.)
- **Complaint** mechanisms
- Protection from **retaliation and reprisals**
- **Sanctions, remedies** and **compensations**



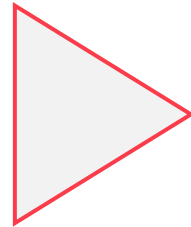
► National OSH policies, strategies, guidelines and standards

**Government in
consultation with Social
Partners**



- National OSH policies and strategies

**Government inspectorate;
OSH authorities; Social
Partners; etc.**



- Guidelines
- Codes of practice
- Standards
- Protocols
- On-line resources

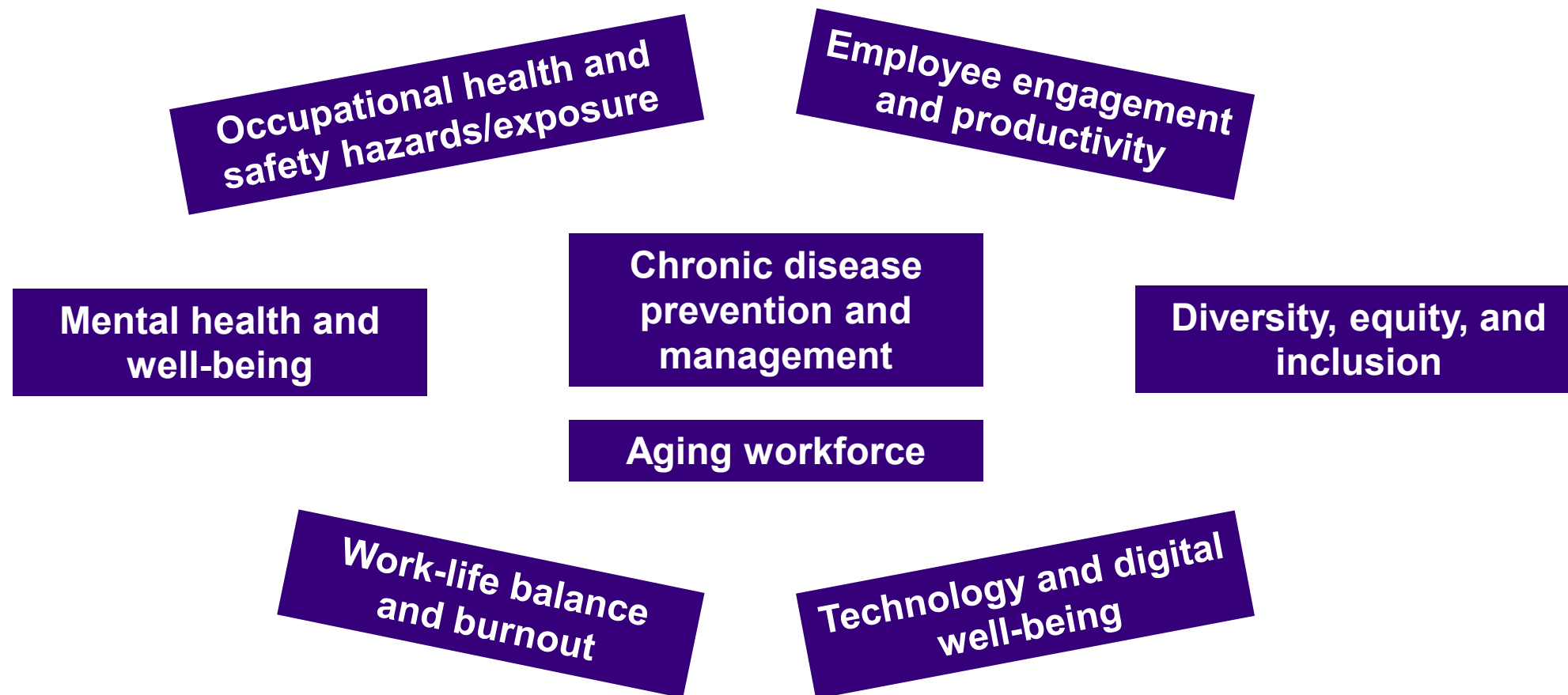
**Sectoral
approach**



- OHS Act, 85 of 1993 (as amended) does not apply to: 1) a Mine; and 2) a load line ship, fishing boat, sailing boat and whaling boat or any floating crane whether such ship, boat or crane is in or out of the water within a harbour
- In **Mining** - Occupational Safety and Health is guided by C176 (Safety and Health in Mines) hence the Mine Health and Safety Act
- Other **Sectors** are guided through C155 (Occupational Safety and Health). C187 not yet ratified by South Africa



Holistic Employee Health aims to address a wide range of challenges that impact the well-being of employees and the overall success of organizations. Some of the key challenges that can be addressed through a holistic approach include:



(1) Intersectional Lens to Employee Health²⁰

▶ An **'intersectional perspective'** is crucial when considering Holistic Employee Health, as it recognizes that various social identities and systems of that intersect to shape an individual's experiences, health outcomes, and access to resources in the workplace. Kimberlé CRENSHAW, highlights the multidimensional nature of marginalization and the need for a more nuanced understanding of employee health and well-being.

**Disparities in health
outcomes**

**Inclusive workplace
policies and practices**

**Access to healthcare
and resources**

**Representation and
Leadership**

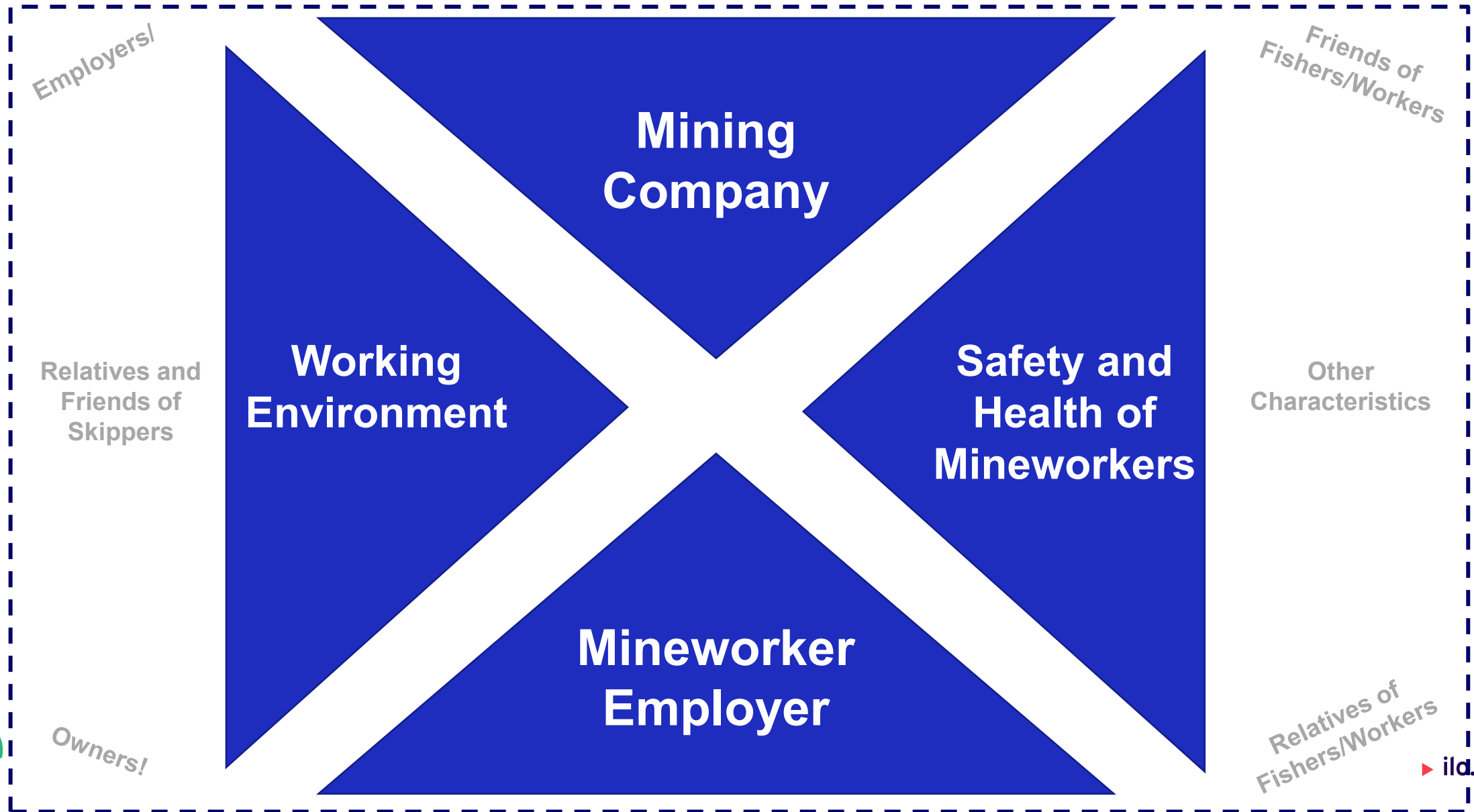
**Intersectional data
collection and analysis**

**Training and
education**





(1) Key Components in Mining...!





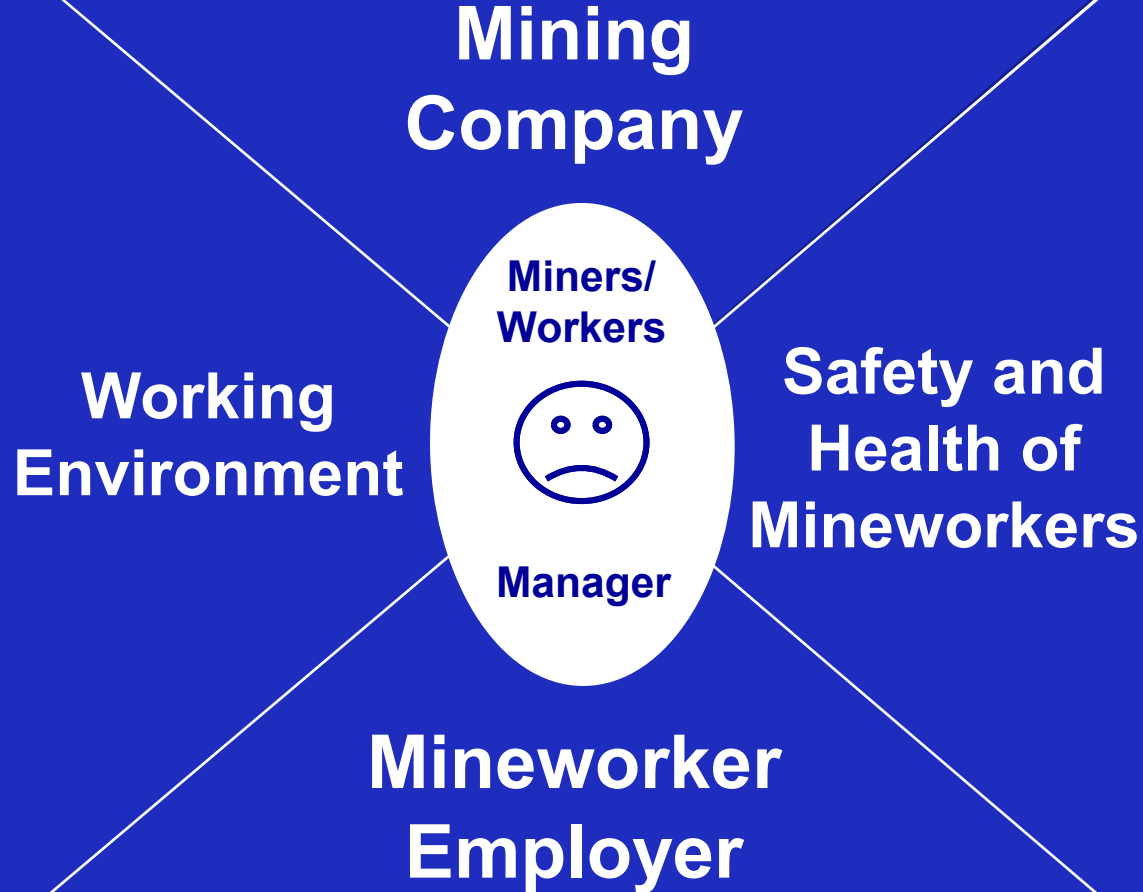
(2) Key Components in Mining...!

Employers!

Friends of
Fishers/Workers

Relatives and
Friends of
Skippers

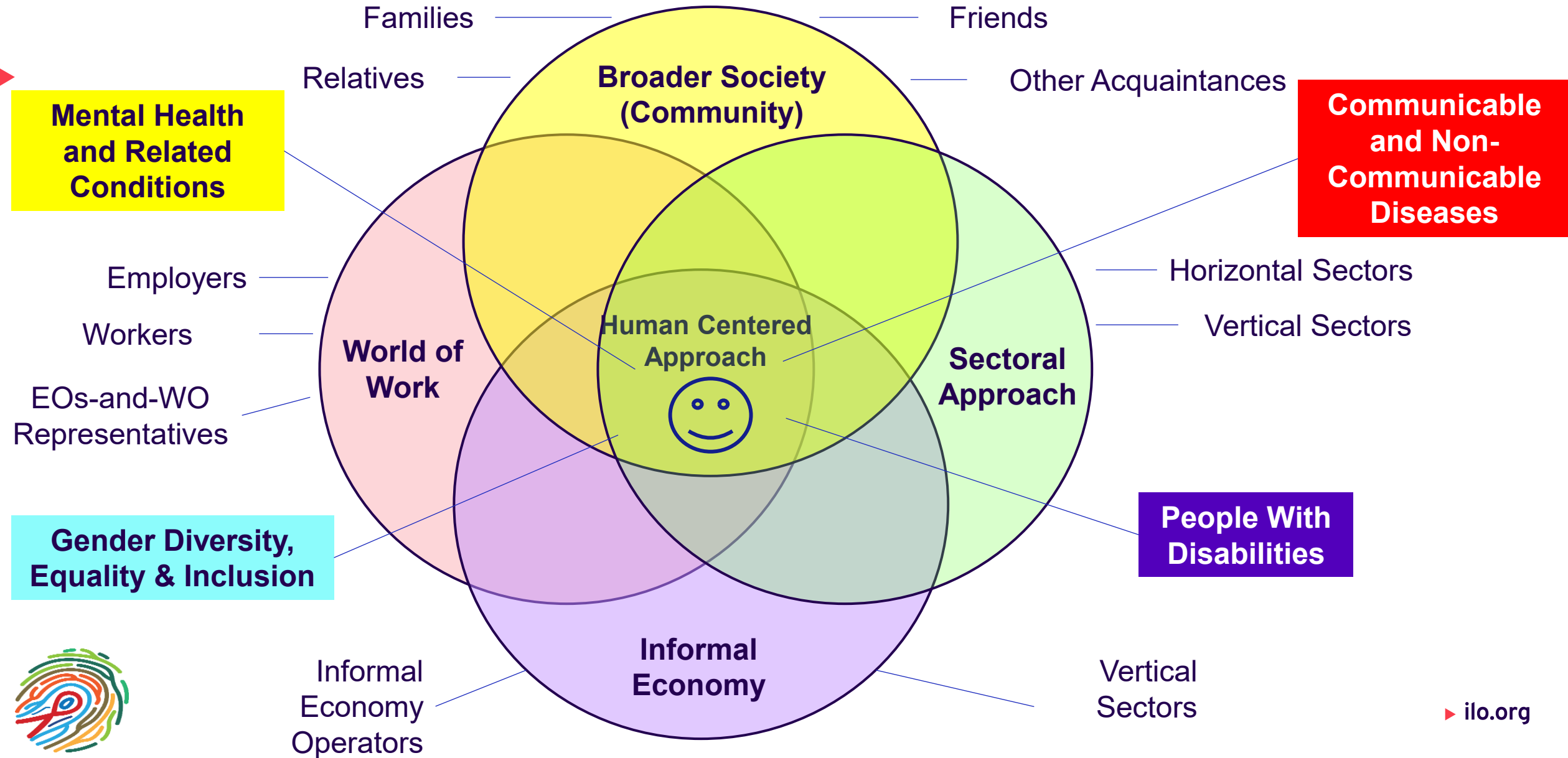
Other
Characteristics



Owners!

Relatives of
Fishers/Workers

Intersectional Approach to OSH



(1) Principles to Consider for Holistic Employee Health ²⁴

▶ **Total Well-being:** Recognizing that an employee's health extends beyond just physical wellness to include mental, emotional, and social well-being.

Prevention: Focusing on preventive measures to maintain and improve employee health, rather than just treating illnesses when they arise.

Work-Life Balance: Promoting a healthy work-life balance by encouraging employees to manage their time effectively and offering flexible work arrangements when possible.

Supportive Work Environment: Creating a supportive and healthy work environment that minimizes stress, fosters positive relationships, and promotes collaboration.

Employee Engagement: Actively involving employees in the development and implementation of health and wellness initiatives to ensure they are tailored to their needs and preferences.

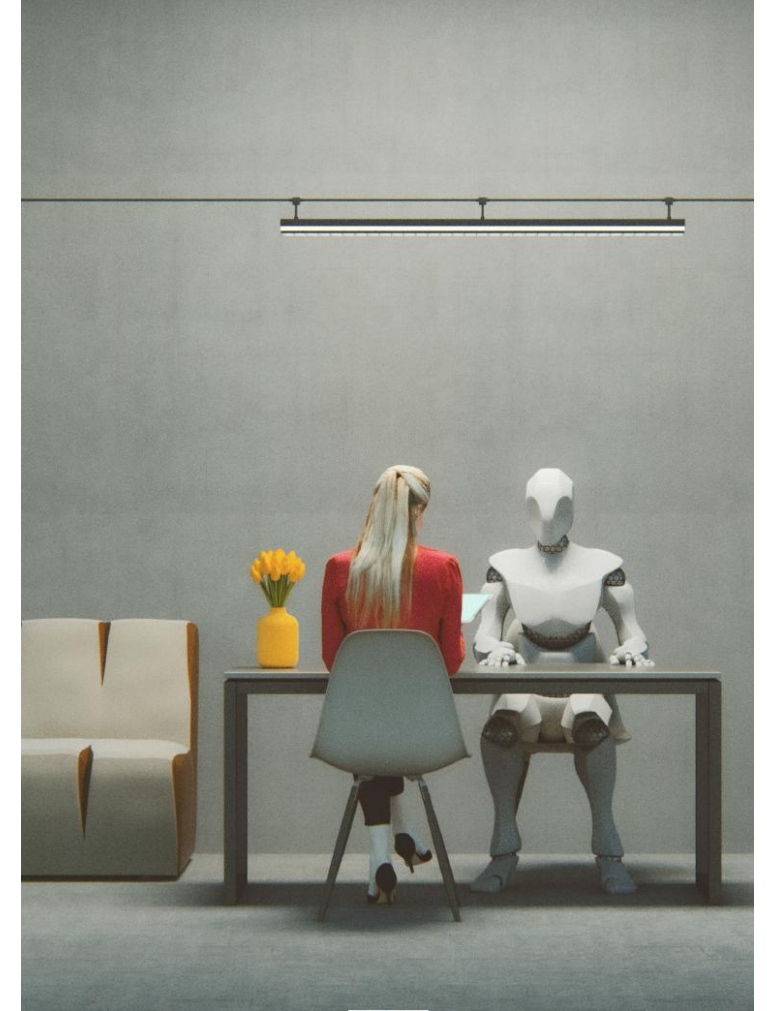


Part-III

Managing NCDs in the World of Work



- Implement **NCD screening** as part of routine medicals.
- Enforce engineering controls for dust, noise, diesel emissions.
- Introduce fatigue & shift-work management programmes.
- Train supervisors on psychosocial risk management.
- Ensure fair and safe return-to-work pathways.



Thank you for you ATTENTION...!

International Labour Organization

(<https://www.ilo.org/global/lang--en/index.htm>)

GET TO KNOW THE PRESENTER

Mr. Simphiwe Mabhele



Mr Mabhele is the Health, HIV and TB technical specialist, ILO. He has more than 25 years' experience in Education, Training and Development, and a comprehensive academic experience in Educational Psychology, Labour Law and Public Health.

His work focuses on Workplace Health and Wellness, including addressing GBV, matters related to Rights at Work, gender equality, diversity, inclusion, HIV and TB in the world of work. Joined the ILO in 2007 and currently providing Technical Support and Guidance to 18 countries in East and Southern Africa.

I fly small planes in my spare time, working on my pilot license. I am a part time Skipper as well.

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.