



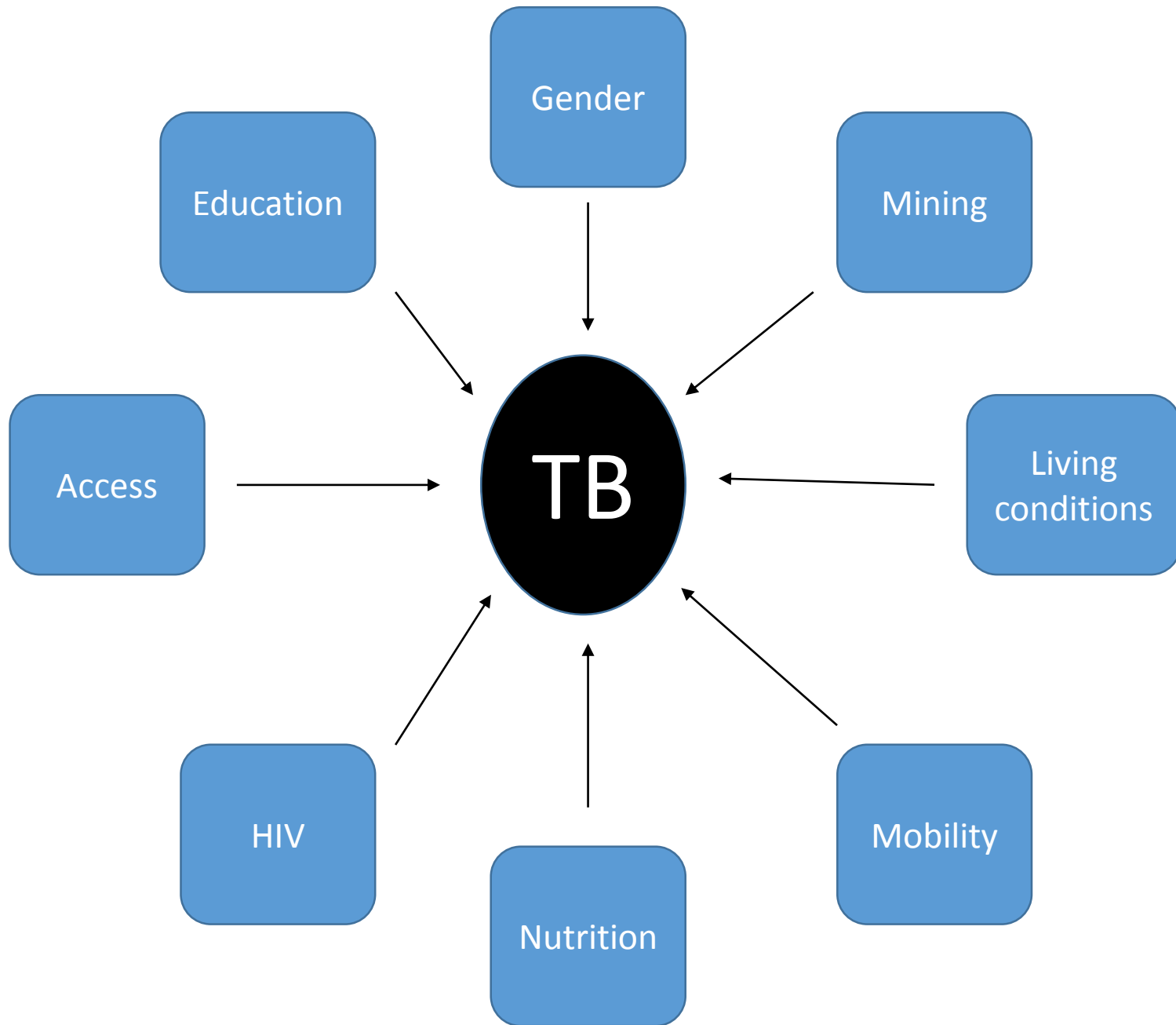
Social Determinants

Basic Overview

- To look at TB as a disease caused by a bacterium is an incomplete approach
- TB has multiple social determinants
- Prevalent in poorer communities, mining communities, HIV positive individuals
- To properly address the epidemic, one must tackle a multitude of social and economic issues

Key determinants

- HIV – PLWH are more at risk of contracting TB
- Mining work – Exposure to silica increases the chances of TB
- Access to health care facilities
- Education
- Lack of women empowerment
- Nutrition
- Overcrowding (Living conditions)
- Mobility of patients
- Follow up medical care



Systemic Approach

- TB, like many other health and social challenges is a systemic challenge.
- Although many plans are in place to address TB strategically in the province, the private as well as the public sector, should not neglect to view and address TB as a systemic challenge.
- The purpose of this presentation is to highlight in an introductory manner;
 - What system theory entails
 - The benefits of working systemically
 - Strategies for consultation to increase systemic change

Systems Theory

- A valuable analytical tool in a variety of disciplines including; biology, ecology, sociology, philosophy, management, health and HR.
- A lens through which we can analytically view our environment
- Create understanding of the ever evolving inter-relationships and impact the various subsystems and elements have on one another.

Systems theory proposes that all environments are in fact systems that are made up of components/elements which create sub-systems that are governed by relationships and boundaries. Change in one element or sub-system affects all components of the system. The way in which systems function provides insight and understanding into natural phenomena and occurrences. Systems inevitably will always strive to maintain a balance.

In order to effectively manage any socio/economic/health or environmental challenge it is important to identify the system, subsystems and characteristics of these systems in order to effectively and sustainably plan and implement change and growth.

Benefits of using a systemic approach

- Multiple factors that cause or maintain challenges are successfully identified and addressed
- Real challenges happen in real time, not in boardroom time; systems and subsystems are not fixed or stagnant but constantly changing and influencing one another
- Challenges therefore require solutions that provide for this ever changing environment in order to assess, re-evaluate and implement effective solutions

- System theory provides a “complete picture” This is critical since change in one part of a system effects change in all parts. This can also be used to an advantage due to the fact that interventions can be targeted to deliver both rapid change as well as effective change.
- Monitor and evaluate impact of interventions.
- Reduction in duplication of services or resources and increase opportunities to address “gaps”

- Greater impact
- Increased collaboration
- Effective mitigation of risk and challenges

A significant mistake in investment and implementation of social labour plans or CSI is trying to bring about system wide change, without having implemented system wide planning.

Successful Implementation

- Effective representation from social, economic, environment and health from within public and private sectors
- 100% buy in from all stakeholders
- Attitude shift – collective growth versus individual glory. Social labour plans cannot be competitive. No window dressing. All plans must support systemic change that is measurable.
- Support from top management



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HEALTHY WORKPLACES SHAPING HEALTHY COMMUNITIES

Thank you