



Eli Lilly MDR-TB Prevention Toolkit Pilot Factory Training Report

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Introduction

As a follow-up to the salon discussion in Guangzhou on September 28th, 3 pilot factories were selected for on-site training on November 11th, 12th and 13th. The immediate output of these three trainings is encouraging and we can expect that all three can share their experiences using the toolkit at the next open training session, which is planned for the 8th of January 2010.

Preparation

Following the salon discussion, we maintained close contact with the multinational companies who had expressed interest in the pilot project. We subsequently invited their suppliers to participate in the “TB prevention in the workplace” pilot, specifying the project's goal, approach and timeline. We stressed the importance for the pilot factories to commit time and human resources to the pilot project to ensure its success.

In each of the pilot factories a preliminary survey of general disease prevention in the workplace was conducted by email. This helped to assess the pilot factories' mindset, capacity, concerns and needs for such a pilot project and thus allowed the in-factory training to be customized accordingly.

We intentionally selected three factories that were different in terms of the industry, size and their management of infectious diseases. The idea behind this is to demonstrate that the TB prevention Toolkit can be used by all kinds of factories.

The strong support of the Institute of Tuberculosis Prevention and Control (ITPC) was crucial to the success of these trainings. From the project outset, Mrs. Zhou Lin, the Office director of the ITPC in Guangdong provided us with thorough on-the-ground support and even the Institute Director, Mr. Zhong, regretted not being able to personally train one of the pilot factories due to his schedule. In order to increase the quality of the training, the Institute provided two experts prepared with presentation materials customized for each factory.

In-factory Training Agenda

The agenda of the 1-day in-factory training was divided into two parts:
1- A presentation on TB and the toolkit in the morning; and
2- Participatory and peer education approaches as tools for promoting TB in the afternoon, leading to participants developing campaign plans at the factory.

Long-Yi Gift Factory

On November 11th, the first training started at Long-Yi Gift factory, which was recommended by Home Depot. Long Yi is a “workshop” style factory with only 60 employees mainly manufacturing Christmas gifts such as molded statues.





Therefore, the employees are constantly exposed to dust particles due to their use of plaster. The factory does not have any existing activities to prevent infectious diseases and the employees have relatively low educations.

With the leadership of the HR department 18 employees attended the training session. Given the factory's background, Mr. Yin Jianjun, head of the Prevention division of the ITPC, delivered basic information on TB by explaining what TB is, what the symptoms are, how to contract it, how to prevent it and where to go for treatment. After the break, Mr. Yin explained why and how the Toolkit can be useful to prevent TB within the factory.



The afternoon session was centered on how to promote what they have learnt about TB. Jason Ho, BSR's Training Manager split the 18 attendees into 4 groups and mixed his presentation on peer education theory with interactive brainstorming. Yiling Huang, BSR's Project consultant provided facilitation to increase the participants' involvement. The participants were very enthusiastic as this was the first time they had taken part in training of this nature.

Within two hours, there were clear signs of progress: the factory director committed to implement the toolkit in the factory. 4 leaders were then selected to be in charge of setting up the promotion teams and work out a promotion plan in the factory.

Shoes Co. Ltd.

On November 12th, the second training took place at Shoes Co. Ltd (or 'Shoes' for short), which was recommended by New Balance.



By contrast with the first factory, Shoes is an enormous and well managed factory with 12,598 employees even during the financial crisis. The employees are, in general, quite familiar with disease prevention in the workplace. There is a well equipped clinic inside the factory as well as an information center for reproductive-health and HIV issues.

The Department on Employees' Right organized the training which was attended by 60 employees, some of whom have previously received training on HIV prevention.



The morning session on TB was delivered by Doctor Chen from the ITPC, who provided further in-depth knowledge on epidemiology of TB. The toolkit was presented by Mr. Yin, mostly in an informal Q&A, to better capture the audience's attention.

The peer education training in the afternoon started with an quiz on TB in a fun atmosphere. Doctor Hu Jianhui, from the Center of Disease Control of Zhong Shan city in Guangdong, alternated her theoretical presentation with a video providing experience sharing of another factory on HIV prevention.. Yiling Huang from BSR helped facilitate the discussions.

The participants were divided into 6 teams. After 20-minutes of brainstorming each team presented their promotional plans; all of which seemed initially feasible before their finalized plans are sent to BSR in two weeks after the approval of the top management.

Amway China

The final training took place at Amway China on November 13th. As a multinational company specializing in healthcare and home products manufacturing in China, Amway has developed a very comprehensive infectious



disease prevention system. The EHS (Environment, Health and Safety) department organized this training to complement their existing programs.

27 of the factory's 710 employees attended the training, from various departments including R&D, Laboratory, HR, Quality Control, EHS, Home Products, Semi-products, Finished-products, and Engineering.

As the audience's education level was extremely high, the training was targeted accordingly, with much more information on bacteriological knowledge and on epidemiology. The toolkit presentation was given quicker than the other factories to give the participants more time to work out their TB prevention plans.



The peer education training in the afternoon was dedicated to team work. Each team had to design a slogan and action plans for the TB prevention campaign. All the action plans presented by each team were closely linked with existing processes, such as the internet, all-staff emails, newsletters, the "Re-charge at Lunch time" initiative etc. The slogans and TB-prevention campaign plans shall be sent to BSR in two weeks as with the other two pilot factories.

Next Steps

Once the three factories finalize their toolkit promotion plans, BSR will follow up with them for on-site implementation.

An Open Training Course for factories in the Pearl Delta area will be taking place around January 8th 2010 at which the pilot factories will share their experience implementing the toolkit using a SWOT (Strength, Weakness, Opportunity and Threat) analysis. Based on their experience and analysis, the toolkit could then be adjusted accordingly.

The pilot factories' training has been targeted at the Pearl River Delta area where there is a high concentration of migrant workers and as this coincides with the theme of a survey being undertaken by the ITPC in 2010: *TB Prevention work among migrants in Baoshan District in Shenzhen*. Depending on the survey results and experiences from this pilot, the training model can then be replicated.