Worker Wellness & Participation

China Worker Wellness Project

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Overview of Presentation

• “Wellness” and “Health”
  ‘健康’ 与 ‘康健’
• Participatory methods for research and programs
  ‘参与式研究及计划’
• China Worker Wellness Project: Changzhou
  ‘常州员工康健计划’
Health Research for Action
行动健康研究中心

• A center in the School of Public Health, UC Berkeley since 1988
  本中心1988年成立于加州伯克利大学公共卫生学院

• Our team: researchers, practitioners, and communicators
  我们的团队包括研究员、社区工作实践者、交流（联络、写作者）者

• Partnerships with communities, government, business and philanthropy
  与社区、政府、企业与基金会资助方合作

• We translate research into practice
  我们将研究转为实际与行动
Why is “Wellness” Important?
为什么‘康健’重要？

- Traditional view: “Health” is about physical health and absence of disease
传统的观念：‘健康’就是身体健康、不生病
- Has a focus on health care 重点在医疗
- But this view does not include most determinants of health 但这些观念大都不包括决定健康的因素
The Concept of “Wellness”
“康健”的概念

• Means complete physical, mental and social health (harmony)
  是全面的生理、心理及社会健康的平衡与和谐
•Includes all factors that affect health
  包括所有影响健康的因素
• Focus is on contexts: work, family, community, and environment
  重点在内容：工作、家庭、社区以及环境
**Ecological Framework 生态框架**

**ORGANIZATIONAL 机构方面**
- Work Factors 工作因素
  - Physical environment 工作环境
  - Social environment 社会环境
  - Health care at work 工作场所门诊

**ENVIRONMENTAL 环境方面**
- Community Factors 社区因素
  - Social Networks 社交网络
  - Health care access 医疗保健可及性

**INDIVIDUAL 个人方面**
- Worker Factors 员工因素
  - Characteristics 生活、教育、家庭背景、个性、价值观等
  - Perceptions 观念
  - Behaviors 行为
  - Health 健康

**Policy Factors 政策因素**
- Occupational standards 职业标准
- Enforcement 执行状况
- Residence laws 居留政策、法律
Participatory Research is Important to
参与式研究对什么重要……

- Understand worker health issues from many perspectives
  从多方角度了解影响到员工健康的因素
- Develop successful interventions
  建立成功的干预方法与措施
How to Engage the Community
如何让社区参与

• Identify each partner’s strengths
找出每一合作伙伴的长处与优势

• Focus on local problems and wellness issues
关注当地的问题与康健因素

• Learn together and share power
一起学习、共享权利

• Link research and action
将研究与行动连起来
The Chinese Wellness Guide
• 5 US states 美国5个州
• Russia 俄国
• Belarus 白俄罗斯
• Australia 澳大利亚
• Switzerland 瑞士
Evaluation of the Guides

- Use of the guide
- Learning because of the guide
- Changes in behavior because of the guide
- Suggestions to improve the guide
- Suggestions to improve guide distribution
China Worker Wellness Project
中国经济开发区外来工“康健项目”

- 100-200 million migrant workers have many health and wellness problems
- Need to understand worker health issues from many perspectives
- Develop successful interventions
Partners

Universities:
Nanjing You-Dian Univ. 南京邮电大学
UC Berkeley

Government:
National 中央
Jiangsu Province 江苏省
Changzhou 常州市
Xinbei 新北区

Project Advisory Committees

Funders

Factory Workers and Managers

Other Community Partners 其他社区
Participatory Methods

- Baseline focus groups with factory workers and managers (5 manager FGs; 6 worker FGs)
- Baseline interviews with ~1,000 workers (3 intervention and 3 control factories)
- 2 workshops about participatory design and wellness model
- Participatory planning sessions
- Advisory groups established
- Partners design interventions
Focus Group Findings

- Low understanding of health and wellness awareness
- Lack reproductive health knowledge and self-care awareness
- Lack sexual knowledge and related sexual education
- Low information and knowledge on contraception
- Low understanding of high risk behaviors
- Low understanding of available health and family planning services
- Bias against homosexuality
Baseline Interview Results

- Workers have many health and social problems
- Workers have low knowledge about health
- Workers need wellness information
- Workers want a place to meet and share information
- Factories have high absenteeism, turnover and worker health problems
Workshops and Meetings
Wellness and Healthy Workers
康健与健康的员工

What are the factors that influence their health:
什么是影响到他们健康的因素:
- Physical 生理?
- Social 社会?
- Family 家庭?
- Work 工作?
- Community 社区?
- Others 其他?
### Wellness and Healthy Workers

康健与健康的员工

<table>
<thead>
<tr>
<th>Workshop comments:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>-Physical 生理？</strong></td>
<td>Few health services较少的健康服务</td>
</tr>
<tr>
<td><strong>-Social 社会？</strong></td>
<td>Want friendships 需要朋友</td>
</tr>
<tr>
<td><strong>-Family 家庭？</strong></td>
<td>Isolated from family 远离家庭</td>
</tr>
<tr>
<td><strong>-Work 工作？</strong></td>
<td>High turnover 换工作频率高</td>
</tr>
<tr>
<td><strong>-Community 社区？</strong></td>
<td>Schools for children 孩童上学问题</td>
</tr>
<tr>
<td><strong>-Others 其他？</strong></td>
<td>Need health information 需要健康信息</td>
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</tbody>
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Project Interventions

1. Worker Wellness Guide
   - Use Berkeley Wellness Guide model
   - Designed by workers and partners
   - Information about health and wellness

2. Wellness House in each factory
   - Designed by workers and partners
   - A place to socialize and learn
Evaluation of the Guides

• Use of the guide
• Learning because of the guide
• Changes in behavior because of the guide
• Suggestions to improve the guide
• Suggestions to improve guide distribution
Workers Plan a Wellness House
Workers at a Wellness House
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