IMPACT REPORT

Employer Led Model for TB Care and Prevention

Engaging Industries in the TB Response









The TB Call to Action Project is a four-year initiative by REACH, supported by the United States Agency for International Development (USAID) and implemented in partnership with the Revised National TB Control Programme (RNTCP) at the national, state and district levels. There are six priority states – Assam, Bihar, Chhattisgarh, Jharkhand, Odisha and Uttar Pradesh.



Developing and piloting the Employer Led Model for TB was a key intervention of the project. The concept was adapted from the National AIDS Control Organisation's (NACO) Employer Led Model for HIV and AIDS.

Context

TB kills an estimated 4.1 lakh Indians every year and more than 1100 people every day. India also has many 'missing' cases every year that are not notified to the government – most of them remain either undiagnosed or inadequately diagnosed and treated in the private sector. TB care and prevention faces daunting challenges in India.

Although basic TB services have been scaled up in the public health system, the current rate of decline is too slow to meet the 2030 Sustainable Development Goals and 2035 End TB targets. Innovative and comprehensively- deployed interventions are required to hasten the rate of decline of incidence of TB many-fold, to more than 10-15% annually.

The link between industries and TB



The public and private sectors in India employ 385 million workers, of which 93% are informal workers.

It is estimated that there are approximately 100 million domestic migrants in the country working in various economic sectors, including private and public sector companies.

A large number of them are daily wage earners and are vulnerable to developing TB due to multiple risk factors such as poor living conditions, occupational predispositions, malnutrition etc.

A considerable number of priority groups identified in India's National Strategic Plan are occupational groups, including miners, workers employed as stone crushers, unorganised labour, tea garden workers, etc.

These groups of workers are at a higher risk of developing TB due to exposure to toxins/materials harmful to the respiratory system and working/living in crammed spaces without adequate ventilation.

These vulnerable populations often lack access to quality diagnosis and treatment services for TB.

How industries benefit from ELM

TB leads to
decline in worker
productivity up to
US\$ 12 billion
annually

Success of industries closely linked to health and prosperity of the community

Industries
and businesses
ideally positioned to
support employees
affected by TB

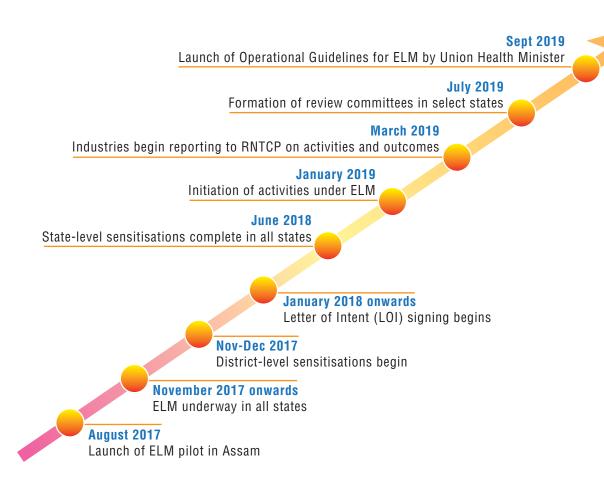
Better
diagnosis, treatment
and prevention of TB
can lead to healthier,
more productive
workforce and
decreased
costs

The Intervention

The goal of the ELM is to implement a comprehensive programme on TB care and prevention in industries by integrating awareness, health education and service delivery within existing systems, structures and resources, while at the same time taking cognisance of their business agendas.

The intervention by REACH involved identifying and bringing together crucial stakeholders in the six states depending on the state-specific context. This was a collaborative, multi-stakeholder approach involving the Revised National TB Control Programme, the Department of Health and Family Welfare, Industries, Industrial associations, the Department of Mines, the Department of Industries and the TB-affected community.





The pilot phase began in Assam, with a focus on tea garden workers in the districts of Dibrugarh and Tinsukia. The initiative was then expanded to other states – In Bihar, the focus of ELM was on Micro, Small and Medium enterprises while in states such as Odisha and Chhattisgarh the model focused on mining industries.

The process involved a systematic mapping of industries and industrial associations; followed by state and district-level consultative and sensitisation meetings for industries under the aegis of the department of health, industries and wherever relevant, the department of mines. At the district level, the meetings were often chaired by Collectors or District Magistrates. The meetings provided a platform for collaboration between the industries and the RNTCP and identified support areas as well as activities to be undertaken under ELM.





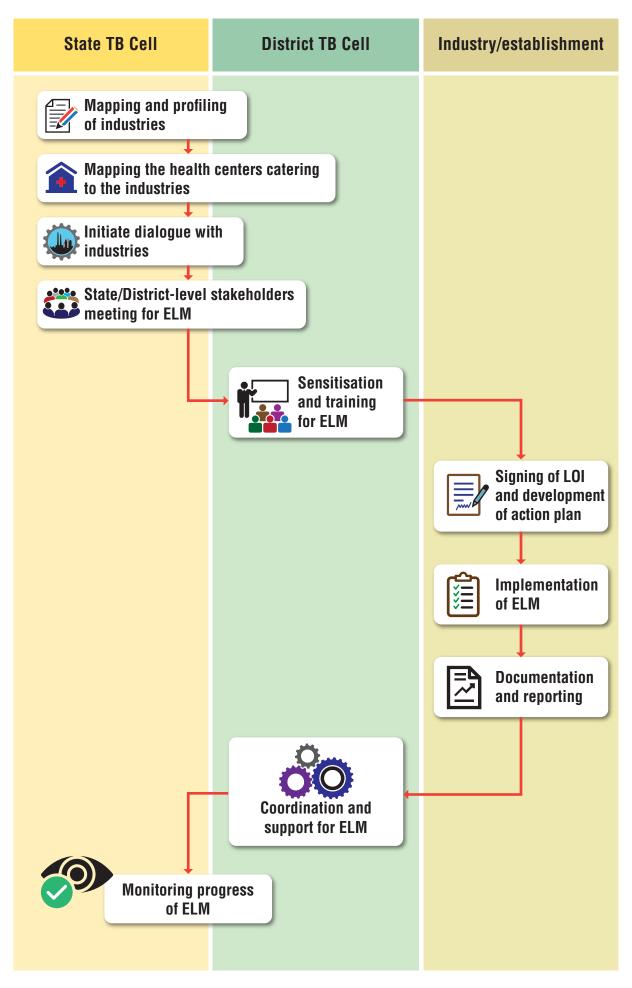








Following the meetings, industries, and in some cases associations, committed to undertaking activities for TB prevention and care, and signed Letter of Intents with their respective District TB Cells or district administration counterparts.



Post the signing of LOIs, industries drew up annual action plans and began activities. The activities were supported by the RNTCP in the form of provision of training to set up Designated Microscopy Centres, establishing DOTS centres, providing mechanisms for sputum transport, capacity-building, technical guidance and support. The establishments took the initiative in conducting awareness activities for their employees, families and communities.

Companies that signed LOIs were given monthly reporting templates, and required to submit reports to the District TB Cells. Prototypes of educational materials on TB were shared with industries, and displayed at strategic locations both on their premises and within the broader community.

The industries and establishments, in collaboration with the District TB Cells, also conducted Active Case Finding campaigns among their workforce.

Wherever possible, TB Champions were involved in ELM activities.











In states such as Uttar Pradesh, review mechanisms have been set up to track the performance of ELM and augment activities accordingly.

Key Results

Number of industries sensitised across six states

Number of LOIs signed

Number of awareness sessions conducted

Number of persons sensitised through awareness sessions

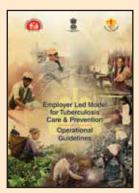
Number of persons diagnosed with TB

129*

* Data as reported by industries

Handbook of Operational Guidelines

A Handbook of Operational Guidelines was developed to introduce readers to the Employer Led Model and present a framework for implementation of the programme. This is intended for use by all stakeholders who could lead or facilitate the roll-out of ELM, including industry associations, District Collectors and Magistrates, District Medical Officers, CEOs/Managing Directors of the establishments, owners, all HR and health staff in the establishments, civil society organisations engaged in implementation etc. The Handbook was formally released by Dr. Harsh Vardhan, the Hon'ble Minister of Health and Family Welfare, Govt. of India, at the launch of the TB Harega Desh Jeetega campaign in September 2019. The document is available on www.tbcindia.nic.in





Key Learnings

- Multi-sectoral coordination at the state and district levels is crucial to bringing key stakeholders together to initiate the implementation of ELM for TB.
- Industries are invested in the health of their employees and show interest in undertaking activities for TB prevention and care.
- Industries are able to integrate TB care services into their existing budgets for employee welfare without too much expansion.
- RTNCP has a critical role to play in stepping up capacity to diagnose and treat people with TB within the industries.
- The district administration can facilitate and support the RNTCP and the industries in the implementation of the ELM.
- Establishment of regular reporting of Industries to RNTCP is vital to document and understand outcomes and to fine-tune activities under ELM

"ELM is a model in which employers – owners of the tea garden – have to take care and cure those affected by TB."

- Dr. P. Khound, CMO, Amalgamated Plantations, Assam

"We are happy to work with the Employer Led Model on behalf of Bhartiya Cha Parishad. This is a much-needed program."

- Mr. Mrigendra Jalan, Chairperson, Bhartiya Cha Parishad

"It is our moral responsibility to support the Government of India's mission to eliminate TB by 2025. The concept of ELM guides us on our roles and responsibilities and expectations from the TB programme."

- Mr. Ramchandra Pattnaik, Manager CSR, Serajuddin Mines, Keonjhar, Odisha

"With support from the District TB Cell, we have taken a pledge to ensure that all the workers in our industry are aware of TB and receive prompt and quality care if diagnosed with TB."

- Mr. Rambabu Prasad, Group Manager (HR and Admin), Bata India Limited, Patna

Media Reporting on ELM

Biz biggies to help fight TB

Lucknow: In a novel at-tempt, business houses in in-dustrial city Kanpur have come forward to join India's

battle against tuberculosis.
The labour department has moderated an alliance between UP State TB Cell, in-

them adopt an employer-led model (ELM) for fighting TB.

The aim of the ELM is to ach out to all formal, infor-

KANPUR INC PITCHES IN

"Awareness of health is sues is important for both employer and employee as it affects productivity. Counte-ring TB with awareness is a strategy to benefit both," sa-id labour commissioner Anil

mal and migrant workforce for improved awareness abo-tu TB and link anyone with symptoms to the health sy-desh.

Model project for TB care & prevention in Tinsukia launched

ଯକ୍ଷ୍ମା ସଚେତନତା ଶିବିର



ଜାଳିଆପାଣି, ୩୧/୭(ଇମିସ) : ଜାତୀୟ ସୃଷ୍ଟା ନିଶଳ ଜିରାକରଣ ସମୁଦ ଗୋଲି ସେ ମତ ରଖିଥିଲେ। ଜାତୀୟ ପ୍ରଶିଷତ ଲାଟେ ସୋଗଦେଇ ଅଷ୍ଟା ରୋଗର ଜାରଣ ଓ ଏକ ମାରାହୁକ ସଂକ୍ରମକ ବାୟୁ ବହିତ ଜୀବାଣୁ ଜନିତ ରୋଗ ହେଲେ ମଧ୍ୟ କେବଳ ସହେବନତା ହାର। ଏହାର । ସଫଳ ଛାଡୁଛାଡୁୀଙ୍କୁ ପୁରସ୍କୃତ କରାଯାଇଥିଲା ।

ଓ ଓଡ଼ିଶା ଖଣି ନିକନ(ଓଏମସି) ଗ୍ରେମ୍ ଲେଳ ମିଳିତ : ବୃହାମିଶଳପୂର୍ବିଚିଧିକୃତ୍ରେକୁକୁମାରମେହରା,ଶ୍ରମିଳସଂଘ ଅନୁକୂକାରେ ଅତି କାଳିଆପାଣି କମ୍ବାହିଟି ବେଦେରେ । ସଥାରଣ ସଂପାତକ ନାରାୟଣ ତକୁ ଥୀର, ଓଏମସି କାମିକ ଏକ ସମ୍ମ ସଦେବନତା ଗିଡିର ଅନୁଷ୍ଠିତ ହୋଇଥିଲା । ପ୍ରତ୍ତଳ ଲଖନ ହାଁସଠା, ଚରିଷ୍କ ଚିକିସ୍ପରିକାରୀ ତା ତିଣ୍ଡ ଓଏମ୍ସି ଅଞ୍ଚଳିତ ପ୍ରତଶକ ବିଜୟ କୁମାର ବେହେରାଙ୍ଗ ଉଞ୍ଚଳ ପଳନାୟକ, ପାରିପାହିଁକ ଜନ୍ମୟନ ପରାମର୍ଶନାତା ଅତ୍ୟବତ୍ତର କଳିଆପାଣି ହାଇସ୍କଳ ଛକ୍ରଛାନ୍ତାଙ୍କ ମଧୁସ୍ତୀତ ତାସ, ପ୍ରଧାନଶିଅକ ବିଜୟ କୁମର ଦେବତା, ତଳେଶ୍ୟରେ ଅନୁଷ୍ଠିତ ଏହି କାର୍ଯ୍ୟକ୍ରମରେ ଜିଲ୍ଲା ଯଥି। କାର୍ମିକ ପ୍ରଦଶକ ଲୋକେସଦକ ହାରାପୁଳା ପ୍ରମୁଖ ଅଜିଥି ସଦେବନତା କାର୍ଯ୍ୟକ୍ରମ ମୁଖ୍ୟ ମାନସ ରଖନ ସମଲ ମୁଖ୍ୟ ଓ ସହ ପ୍ରଶିଥନ ଲବେ ଯୋଗରେଇ ଯଥି। ନିରାକରଣ ଦିଗରେ ଛାରୁଛାତ୍ରୀଙ୍କ ରହିଳା ଗୁରୁତ୍ୱପୂର୍ଣ୍ଣ ଗୋଲି କହିଥିଲେ । ନିରାନରଣ ଉପରେ ମହତ୍ୱପୂର୍ଣ୍ଣ ଟିଲ୍ଲଣା ରହିଥିଲେ । ପଥି । ଶେଷ ପର୍ଯ୍ୟାୟରେ ଇନ୍ତୁଲଡ଼ୀଙ୍କ ମଧ୍ୟାରେ ଉତ୍ତ ରୋଗ ସଂପର୍ଜିତ ଏକ ପଣ୍ଡୋଗର କାର୍ଯ୍ୟକ୍ତମ ଅନୁଷ୍ଠିତ ହୋଇଥିଲା ।

अच्छी पहल जिले के उद्योगपित भी टीवी से अमिकों को बचाने में आएंगे आगे

टीबी के खिलाफ जंग में साथ आए उद्यमी

अन्तरम् संबद्धकाः, बारमुरः देत से टीची को ख़त्म करने के अभिवान में उद्यमी भी आने आह हैं। इसका आयाज जिल्हें से हुआ है। यहां के मी उग्रामियों ने श्रीमकों को टीबो से बचाने के लिए सहस्रोत पत्र पर हस्ताधर किए हैं।

पनरीक्षित राष्ट्रीय क्षय रोग नियंत्रण कार्यक्रम का लाभ अमिकों को पर्शुचाने के लिए एमालाई एतर्चाडी मंडिल पर अनुबंध किया है। उद्योगवें को प्रेरित करने काम गैर मान्कारी संस्था रीच फर रही है। सहमति पत्र पर हस्ताधार करने चालों में अवरस्मरीएल हुप ऑफ इंडम्स्ट्रीज (चड़ी डिटजैंट व नमस्ते इंडिया जैसे प्रमुख ब्रॉड), कानपुर फॉटलंडजर एवं सीमेट लिबटेड, प्रमु कृत्व, मारा प्रीलमा प्रदर्गट लिबटेड, लेक्सस टेक्नेसाफिक्स, स्मार्क उन्होंने कहा कि फेक्ट्रियों में ऐसा महील देवार किया जाएंग जिससे :: कोई टीबी की कोट में न आने करा। फार्मास्ट्राटकस्य और मिनिरल औवत बारपीयात्र शरीमत है।



वंत्रस्य में तीव संस्था के सीनिवर मैकेजर जॉ. चंक्ज क्षेत्रण ने इंगलरम

 हनार संगठन अरोगी पर मजदूरी के विश् में कार्डमा है। कई वर्षों से प्रशंक मानवार को प्रसिद्धी व उनके प्रतिवार के लिए निक्कुनक हेल्ब बेक अर केंच भी अर्थितित किया जाता का है।

अस्तिक अध्यक्त, ज्ञानाम, जादावार

क्षेत्रर मजदुर पूरे करोदीन से काम नहें कर संक्रम, इसलिए कि भी भी शासका की बेहतरी के लिए मजदुरी को स्टब्स रखना बहुत हो असति है।

अभित द्यार, वर आएक

वैद संस्य टीवें अम्बन्यता पर काम बन और ने किरिया कर सर्वाकों को अध्यक्त करने । हास का होहरता कारिये के करावेरित सीए परिस्ता क्रिकेट (सीएसओर) केंद्र में क्रिकेट आएए।

at also five they extend affect to

श्रमिकों को टीबी से बचाएंगे उद्यमी

🗬 श्रम आयुक्त अखिल कुमार ने कहा. मजदूर खुश है तो मालिक भी खरा

🗬 रीव संस्था स्वास्थ्यार श्रम विभाग और उदमियों को लायी एक संर वर

🖈 टीबी की भातियों को दूर कर मागरूकता लाने के लिए अपनाया ईएलएम

लोकभारती न्यूजब्यूरी



सन 2025 तक देश से धप रोग पानि है ताकि कोई भी टीबी की बद में हंड टीबी वा एनॉमिनेट टीबी वींपवन मैनेकर ठाँठ पंरुच चीमरा ने कहा कि लगाया जला है। इस मॉडल के तहत सबसे पहले तो कानपुर। प्रधानमंत्री नरेंद्र मोदी के फैक्ट्रों में ऐसा माझैल तैवार करना कि टीबी चैंपियन का नाम बदलकर बढ़ाने के लिए बहुत ही बननी है।

दीबी के पूरी तरह से खाले के अले ही न प्रमे। इसको लेकर खुली कर देन चाहिए। दीबी वैंपियन कमला संकरन को सकार करने में नी चर्चा भी हुई विश्वमें आईआईर किशोर ने बहुत हो सहब दें। से कता वयोगबंदियों ने ककापद सहमदि पत्र ाष्ट्राध्यक्ष आलोक अग्रवाल ने कहा कि अअगर मनदूर सुरा है तो मारिका पर इस्ताधर करके फैक्ट्रियों में काम कि उनका संगठन इमेजा उद्योगों एवं भी सुञ्च रहेगाम् । इस पर श्रम आयुक्त करने वाले अभिकों को टीबी वैसी। मजदूरों के दिव में कार्य कर रहा है। ने कहा कि यह एकदम सही वहा हैं। र्वामार्थ में बचाने के लिए आधासन फिस्तें वर्ड क्यों से इर मंगलवार को कि मजदूर का स्वास्थ्य खराव होगा दिया है। रीच संस्था के सीनिपर आईआईए द्वारा निरुत्युत्क हेल्ब कींच खो वह पूरे मनोबोग से काम नहीं कर

प्रस्था। इसलिए मनदुरी को स्वस्थ श्रम आपुक्त जनित कुमार ने कहा रखना किसी भी व्यवसाय को खाँग





Establishments that have signed the Letter of Intent

ASSAM

Dinjan TE Dighalturung TE

Bahadur TE Sewpur TE

Betjan TE

Panitola TE Nelonie TE

Doisajan TE

Mahakali TE

Rangagara TE

Powai TE

Chota Tingrai TE Budlabeta TE

Khabong

Talup TE

Shankar TE Savitri TE

Hapjan TE

Hokonguri TE

Hilika TE

Maijan TE Basmatia TE

Nudia TE

Thanai TE

Naharkotia TE

Namroop TE

Hazalbank TE

Dinjoy TE

Borborooah TE

Muttack TE

Manohari TE

JN TE

Ethelo TE

Chubwa TE

Nahartoli TE

Achabam TE

Dickom TE

Greenwood TE

Maud TE

JHARKHAND

Adhunik Group Jindal Steel & Power Ltd. Usha Martin

ODISHA

National Aluminium Company Limited

National Thermal Power Corporation Limited

Mahanadi Coalfields Limited

Jindal Steel and Power Limited

Odisha Mining Corporation Limited

Tata Steel Rural Development Society, Kalinganar

Balasore Allovs

Kamarda Chromite Mine

Arya Iron and Steel Company Private Limited

Odisha Mining Corporation Limited, Suakathi

Essel Mining & Industries Limited

Crackers India Limited

MSP Sponge Iron Limited

Serajuddin And CO. Private Limited

Rungta Mines Limited

TATA Steel

Mahanadi Coalfields Limited

TRL Krosaki Coalfields Limited

Odisha Power Generation Corporation Limited

Shakti Sugars Limited

Navabharat Ventures Limited

Tata Steels

UTTAR PRADESH

Maya Polymer Corporation Ltd

Lexus Techno Graphics

Prabhu Kripa Industry

Kanpur Fertilizer

Ghadi Detergent

Namaste India

Furo Shoes

Red Chief

Smark Pharma (P) Ltd

Mineral Oil Corporation

BIHAR

Riga Sugar Co. Ltd.

Shree Cement

Fantacy Drugs

Brittania Industries Ltd

Anmol Biscuits

Sona Biscuits

Ultratech Cement Ltd

Bata India

Emami Cement Ltd

CHHATTISGARH

Bharat Aluminium Company Ltd

South Eastern Coalfields (SECL) (Gevra)

South Eastern Coalfields

Netional Thermal Power Corporetion

S V Power Plant Ltd.

Lanco Amarkantak Power Ltd.

Chhattisgarh State Power Generation Company East

Chhattisgarh State Power Generation Company - HTPS - Korba west

Aryan Coal Benificiary Company (ACBC)

Himadari Chemicals Chemical Ltd.

Topworth Steel and Power Ltd

South Eastern Coalfields Hasdeo

South Eastern Coalfields Chirimiri

South Eastern Coalfields Koriya

Monnet Ispat and Energy Ltd.

"Workforce in industries form a large pool of vulnerable people which remain untapped, and may have limited access to quality TB services. The Employer Led Model demonstrated by REACH will go a long way in improving their access to timely services as well as the quality of TB care in their settings."

- Dr. Raghuram Rao, Deputy Director (TB), Central TB Division, Ministry of Health and Family Welfare, Govt. of India

"A strong partnership is required between the mines and industries and the TB programme to address TB at the workplace. The Employer Led Model guides this collaboration for better awareness, case finding, and optimal care of workers and their families."

- Dr. P K Hota, ADHS (TB) cum STO, Odisha



About REACH

Resource Group for Education and Advocacy for Community Health (REACH) is a Chennai-based non-profit organisation established in 1999 in response to the roll out of the Revised National TB Control Programme (RNTCP) in Tamil Nadu. Through an unrelenting focus on TB for two decades, REACH has engaged various stakeholders for a multi-sectoral and comprehensive response to TB, including the Central TB Division, State and District TB Cells, private health care providers, business leaders, celebrities, the media, people with TB and affected communities. REACH has consistently supported the RNTCP in its efforts to prevent, detect and treat TB, by providing holistic care and support along the care cascade to people affected by TB.

With support from USAID, REACH has implemented the Tuberculosis Call to Action Project since 2016 in six priority states – Assam, Bihar, Chhattisgarh, Jharkhand, Odisha, Uttar Pradesh. Through this project, REACH has created a cadre of TB survivors and Champions who are actively engaged in the TB response, advocated for the participation of industries through the Employer Led Model, engaged elected representatives for greater attention to TB, facilitated inter-sectoral coordination between various departments (beyond health) and piloted TB Mitra, a unique mobile-based application for use by communities.

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