

Worker Wellness & Participation 员工康健以及参与

China Worker Wellness Project 员工康健计划

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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

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

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

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

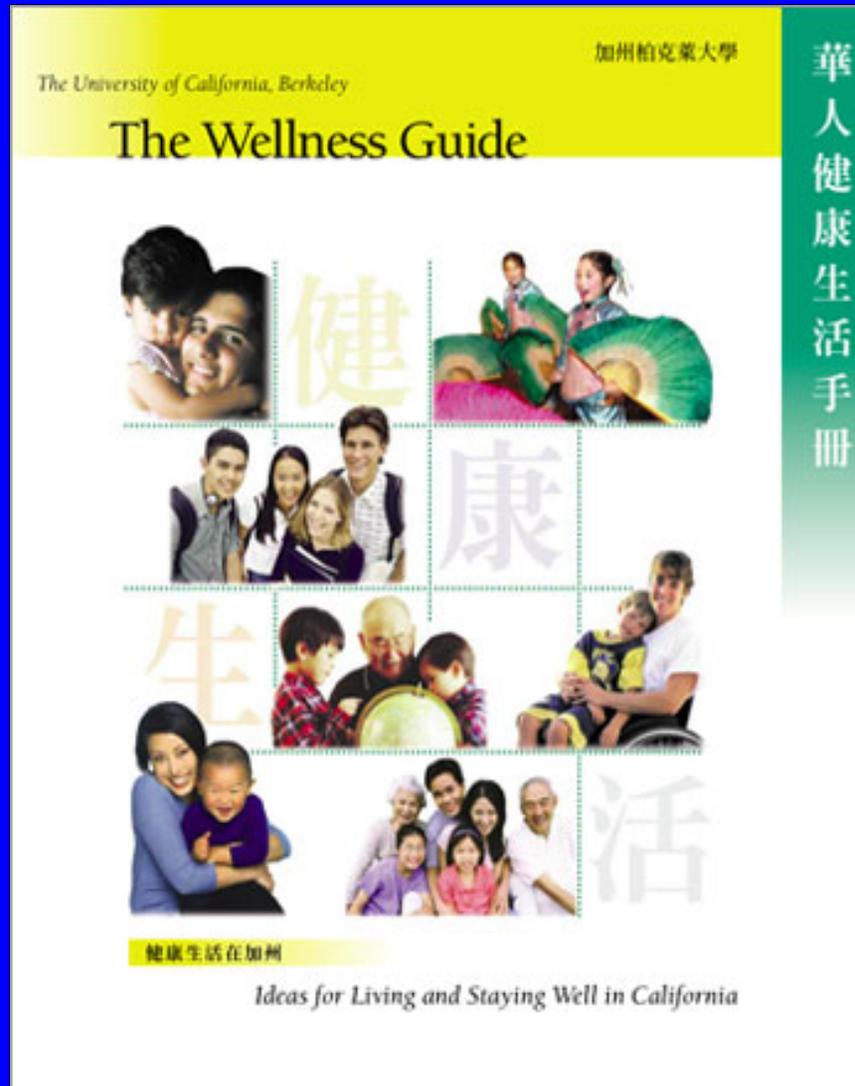
建立成功的干预方法与措施

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



Other Guide Projects 其他指南项目

- 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

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

Partners 工作伙伴

Universities:
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UC Berkeley

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

Project
Advisory
Committees

Funders

Other
Community
Partners
其他社区

Factory Workers
and Managers



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

Workshop comments:

- Physical 生理? Few health services 较少的健康服务
- Social 社会? Want friendships 需要朋友
- Family 家庭? Isolated from family 远离家庭
- Work 工作? High turnover 换工作频率高
- Community 社区? Schools for children 孩童上学问题
- Others 其他? Need health information 需要健康信息

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

Worker Wellness Guide 员工康健手册



Evaluation of the Guides

- Use of the guide
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Wellness House: Blueprint 康健中心



Workers Plan a Wellness House



Workers at a Wellness House





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