

Title of the project	<b>Worker's Health Initiative</b>
Conducted by	Center for Health Research, University of Indonesia
Supported/funded by	PCI/Indonesia collaborated with Reebok Foundation
Date	2003
Sample size	242 respondents
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PCI/Indonesia collaborated with Reebok Foundation has initiated "Worker's Health Initiative" Program since September 1999. The program will assist the development of appropriate health care model and will refresh the existing health related facilities (such as clinic, canteen, and occupational health & safety) regarding approaches, method, and types of health service.

The pilot study of the initiative was started in July 2000 covering intervention areas of improvement of nutritional status, clinic activities, and health education activities. The pilot study was divided into three phases: first, intervention based on baseline survey; second, try-out of the management model to integrate efforts concerning worker's health improvement; and third, the integration of management to improve worker's health as to assure the sustainability of the program.

The general objective of this evaluation is to evaluate the application of the worker's health improvement management model and to evaluate its sustainability in PT National Gobel and PT Tong Yang Indonesia. Design of the evaluation is cross-sectional where all data were collected at the same time. Data was collected in 22 and 23 April 2003 in PT Tong Yang Indonesia and 25, 29, and 30 April in PT National Gobel. Population in this study was all company's worker both staff and production. There were 121 respondents in each company.

Collected data included both primary and secondary data. Data were obtained through the use of questionnaires as instrument. Quantitative data analysis was conducted to provide univariate description of each variable. Licensed SPSS Version 11.0 was used to analyze quantitative data. Content analysis was conducted on qualitative data.

The Worker's Health Initiative model increases the coordination between units and can enhance the function of main units involved in the model. This model relied heavily on problem solving approach. This approach is based on problem identification using the available data, which requires a certain level of educational background.

Commitment of the company will increase trust among workers, which plays very important role to make the model run properly since this model demands proactive participation from the workers. On the other hand, if company has high commitment on worker's welfare for a long time, this could resulted in low interest of workers to participate in new program such as Worker's Health Initiative because they feel it is already handled by the management and then take welfare and health for granted. This model requires high commitment from management. If the main units were managed under different management, it is recommended to have discussion and alignment as to have the same perception about the intervention model and to arrange the scope of works as well as detail activities not to be overlapped or conflicted with other programs.

The IEC Team is recommended not to involve workers in production unit as personnel responsible for material preparation. It is suggested to have IEC Team from the management staff or involving third party. . If the model still use peer educator approach, then the company should provide rewards to the workers such as point of merit, additional day-off other incentives.

In both companies, the IEC team are appointed by the General Affairs. It is suggested to use open recruitment for the IEC team. This will include all level of the workers and will recruit the workers who interest in health. This kind of recruitment can make workers more engaged in doing health information dissemination.

It is recommended that this model to be replicated in other companies that have main required units. This model could enforce the company to improve its commitment to worker's health welfare. On the other side, this model could empower the worker through bottom-up participation. It is also suggested to enhance the function of P2K3 in company with health promotion function.