



**CENTRAL FUND FOR INFLUENZA ACTION  
FINAL PROGRAMME NARRATIVE REPORT**

<b>Programme Title &amp; Number</b>
Programme Title: Avian Influenza and the Workplace (Thailand) Programme Number: CFIA/A-2 MDTF Office Atlas Number: 55342 / 67342

<b>UNCAPAHI Objective(s) covered:</b>
Objective 2: sustaining livelihoods Objective 3: human health Objective 5: communication

<b>Participating UN or Non-UN Organization(s)</b>
ILO

<b>Implementing Partners</b>
<ul style="list-style-type: none"> <li>• FAO, WHO, UNICEF, UNSIC</li> <li>• NICE (MOL) , DLD (MOAC)</li> <li>• IUF</li> </ul>

<b>Programme/Project Cost (US\$)</b>	
CFIA Contribution:	US\$250,000.-
• <i>by Agency (if applicable)</i>	
Agency Contribution	-
• <i>by Agency (if applicable)</i>	
Government Contribution <i>(if applicable)</i>	-
Other Contribution (donor) <i>(if applicable)</i>	-
<b>TOTAL:</b>	US\$250,000.-

<b>Programme Duration (months)</b>	
Overall Duration	16 months
Start Date <sup>1</sup>	1 October 2007
Original end date	18 July 2008
Revised End Date, <i>(if applicable)</i>	31 January 2009
Operational Closure Date <sup>2</sup>	31 January 2009
Expected Financial Closure Date	30 July 2009

<b>Final Programme/ Project Evaluation</b>
Evaluation Completed
x Yes <input type="checkbox"/> No   Date: 13 March 2009
Evaluation Report - Attached
x Yes <input type="checkbox"/> No

<b>Submitted By</b>
<input type="checkbox"/> Donato Kiniger-Passigli <input type="checkbox"/> Senior Specialist for CRISIS <input type="checkbox"/> ILO <input type="checkbox"/> Contact information: kiniger@ilo.org

<sup>1</sup> The start date is the date of the first transfer of the funds from the MDTF Office as Administrative Agent. Transfer date is available on the [MDTF Office GATEWAY](http://mdtf.undp.org) (<http://mdtf.undp.org>).

<sup>2</sup> All activities for which a Participating Organization is responsible under an approved MDTF programme have been completed. Agencies to advise the MDTF Office.

## **FINAL PROGRAMME REPORT**

### **I. PURPOSE**

The project “Avian Influenza and the Workplace (Thailand)” promoted awareness and best practices on occupational health and safety issues relating to workers’ rights and protection, aiming to help prevent the spread of influenza in the workplace. The project focused on information sharing and the promotion of sound preventive behaviour in the workplace. The project’s activities ended on 31 January 2009.

The main outcomes of this project are: (1) the risk reduction of AI infection amongst poultry workers and farmers, and (2) the increased awareness and preparedness in SMEs to protect workers and businesses in the event of PI.

The following outputs have been produced throughout the duration of this project.

- a) The development and publication of the two participatory training materials, one developed for AI (targeted for farmers and poultry workers) and the other for PI (targeted for owners and workers of SMEs). The training materials are developed in English and have been translated into Thai.
  - i) “Protecting Your Health & Business from Avian Influenza”
  - ii) “Protecting Your Employees and Business from Pandemic Influenza”
- b) The development of a project documentary (in English and Thai).
- c) Consultation workshop with the ministries, universities and implementing partners.
- d) Follow-up bilateral consultations with implementing partners and national universities and ministries (i.e. Mahidol University, MOL, BEID under MOPH, MOAC).
- e) Several field missions to Nonthaburi to visit layer farm, meat chicken farm, small slaughter house and wet market. Field mission to Supanburi province to observe WIND training programme coordinated by Mahidol University.
- f) Two pilot and training of trainers workshops held by the ILO to its networks (including the implementing partners such as DLD, IUF, NICE and BEID).
- g) National tripartite achievements workshop and field missions for international delegations from Cambodia (MOLVT), Lao PDR (MOLSW), Malaysia (DOSH and UKM), and Vietnam (MOLISA and Can Tho Medical College).
- h) AI workshops and study groups organized by the IUF for the unorganized workers in Thailand. Also included are pamphlets and posters developed for workers in their workshops and study groups.
- i) Consolidated national programme to support workplace level actions on AHI.

- j) Study on the current working conditions of commercial processing poultry workers in Thailand.
- k) Identification of the way forward so to promote and facilitate continued efforts in supporting behavioural changes in the workplace nationally (Thailand with more coverage in the provincial areas) and regionally (Cambodia, Lao PDR, Malaysia, and Vietnam) – includes training materials translation and adaptation to the local context where required.

This project phase continues to contribute to achieve one of the seven objectives identified in the UNCAPAHI: objective 2 (sustaining livelihoods), objective 3 (human health) and objective 5 (information communication to support behaviour change). The project also complements the work carried out by the Center for Disease Control and Prevention and the APEC. At the center of the ILO efforts is the coordination with the UNCT (UN Country Team) AHI (Avian and Human Influenza) focal points in the target countries and maintaining communication with UNSIC's hub in Asia and the Pacific. In this way, the project's objectives fall within the framework of UNCAPAHI objectives and in line with the CFIA Terms of Reference (TOR) in terms of maintaining communication flow with other agencies in AHI action.

The implementing partners of the project continue to provide valuable inputs. IUF is a worldwide federation of trade unions representing workers in agriculture and plantations, food and beverages, hotels and catering services, and all stages of tobacco processing. For Thailand, the IUF, as a sub-contractor, was tasked under this project to continue with its work in establishing and building the capacity of poultry processing workplace health and safety committees. The partnership with the IUF continues to provide the project with access to the vulnerable groups.

The National Institute for the Improvement of Working Condition and Environment (NICE), Department of Labour Protection and Welfare (DLPW), Ministry of Labour (MOL) is the ILO's national counterpart concerning occupational safety and health in the workplace. The project worked with NICE in finding trainers and tapping into SMEs under its and its regional offices' jurisdiction. Throughout this and subsequent project phases, DLPW provided the ILO with the following types of support: (a) access to SMEs throughout Thailand, (b) access to its provincial offices, (c) access to national policy on AHI, (d) technical comments on training materials developed for AHI, and (e) co-organization of training workshops.

The Bureau of Emerging Infectious Diseases (BEID), Department of Disease Control (DDC), Ministry of Public Health (MOPH) provided the ILO with technical inputs (in particular to PHI) and shared information concerning its activities on, national level, pandemic preparedness and prevention including business continuity planning, state level, table top exercises. The BEID has expressed the significance in collaborating with the ILO and DLPW in trying to tap into SMEs nationwide.

The Department of Livestock Development (DLD), Ministry of Agriculture & Cooperatives (MOAC) provided the ILO with technical inputs (in particular to AI) and shared information concerning its activities on avian influenza prevention and preparedness nationwide. The DLD was a co-author of one of the training materials developed.

Local trade unions, employers' organization and SMEs in Thailand have been the focus of the project's efforts in disseminating the ILO's training materials on AI and PHI.

The implementing partners listed above indicate a full utilization of the ILO's tripartite channels and continue to emphasize the importance of inter-agency, inter-ministerial, inter-SME, inter-trade union and so forth panel discussions and informal discussions. It is essential that AHI

prevention, preparedness and business continuity planning reach as many people, especially the, often neglected, vulnerable and unorganized workers.

The design of the ILO's training manuals developed for AHI, simple to understand accompanied by illustrations, allows sustainability of efforts and is suitable for replication. In fact, the strategy can easily be adapted to the context of a different country and implemented in other parts of the world, ideally through the support of national stakeholders. The key beneficiaries of this project's work are the workers in SMEs throughout Thailand, farmers, poultry and food-processing workers, family members of the participants who received training, and neighbourhoods.

## **II. ASSESSMENT OF PROGRAMME/ PROJECT RESULTS**

This project was implemented through the ILO's unique tripartism that promotes the involvement and cooperation of government, employers and workers. Also included in this effort was the involvement of the UN and non-UN agencies that are involved in AHI. Therefore, the ILO believes that this project is a true reflection of a united effort and enabled the project to achieve its two main outcomes.

The project staff, in consultation with the Senior Specialists, found that the division of the API topics in the workplace will facilitate and enhance understanding, especially to the Thai grassroots and workers in SMEs. Therefore, it was agreed that the two training materials will be developed, one to focus in the workplace (PI) and the other to focus in the farms and poultry businesses (AI). And it is the agreement that the training materials will continue to be updated.

There has been no variance in the achieved versus the planned outputs. The achieved outputs listed above addresses the ILO's commitment to meet the UNCAPAHI's objective 5. From the monitoring reports submitted by the network trainers, there is evidence that the participants have become more aware on the significance of social distancing, biosecurity, hygiene habits and planning. More importantly, the recipients of information often continue to share this information with people in their neighbourhood.

The monitoring of the project's progress was performed through site visits, due diligences, discussions (either through email, Skype, or telephones), meetings, mission reports, CFIA's quarterly reports, workshop evaluations, and work plan updates. Due to the action oriented nature of the project's implementation, frequent meetings with the implementing partners were integral. And this proved to be essential to the project's development.

The two pilot workshops internal evaluations generally indicated that the participants developed better understanding on AI and PHI and were confident to disseminate information to relevant parties either at the workplace or in the neighbourhood. It is in these workshops where the ILO encouraged the trainees to carry forward the trainings in their neighbourhood, provinces, or enterprises. At the ILO's request, the trainees submitted workshop proposals, estimated budget, draft agenda, and draft list of participants (and after the workshop the trainees submitted a concise workshop report or photos to the project staff). The project staff then approved the submissions on a case by case basis. Within a span of 2 months approximately, 34 workshops were conducted by the ILO's trainees covering approximately 1,400 people in the following areas: Greater Bangkok Metropolitan Area, Saraburi, and Nakorn Ratchasima.

The National Tripartite Achievements Workshop and field missions for the international delegations enabled the project to showcase to a tripartite audience (including UN and non-UN agencies involved in API) its achievements. Moreover, the field missions and the final workshop participation were an introduction to the international delegations from Cambodia, Lao PDR, Malaysia and Vietnam. The results of the tripartite panel discussions on AI and PHI

were factored into the implementation of the next project phase. Lastly, this forum enabled the workers to communicate to the government on its national AI and PHI impressions and ideas.

IUF's penetration to the unorganized workers also contributed remarkably to this project. IUF not only widened the scope of the project but also provided information in the form of mapping of risks.

In the ILO's opinion, the major results detailed above are achieved through true concerted efforts between the UN and non-UN partners involved in AHI. Technical inputs from the UN researches (especially WHO and FAO) were combined with the ILO's participatory training methods at the workplace, and the ILO's tripartite networks (via the government and the trade unions) were further used to disseminate information for AHI prevention, preparedness, and planning in line with national action plans on AHI. In this manner, the UN's global communication image on AHI is portrayed, the national action plans are enhanced, and the coverage is widened through the tripartite networks report on how achieved outputs have contributed to the achievement of the relevant UNCAPAHI objectives and explain any variance in actual versus planned contributions to the UNCAPAHI objectives. Highlight any institutional and/ or behavioural changes amongst beneficiaries at the UNCAPAHI objectives level

The project commissioned a small-scale evaluation on the current project phase, and the recommendations from this rapid and small-scale evaluation has been used in the implementation of the next project phase.

### **III. EVALUATION & LESSONS LEARNED**

In 2006, ILO started to concentrate its efforts on better preparing workers and employers in small and medium enterprises to combat the effects and contain the impact of influenza outbreaks on the livelihoods of affected communities. Five years later, ILO has helped create a network of actors engaged in influenza prevention and pandemic preparedness and has facilitated inter-ministerial collaboration in the target countries.

The points learned from the experience in implementing the influenza projects in the workplace largely fall into the following four categories:

1. Participatory tools fit into the immediate needs of local workplaces.
2. Local networks of the government, workers and employers work to spread the training and information.
3. Neighbourhood cooperation is often promoted (for example, workers to workers, large enterprises to small enterprises, farmers to farmers).
4. Inter-ministerial cooperation combined with the efforts from the ILO's tripartite partners (government, workers and employers' organizations) to continue.

Enterprises embrace participatory and low cost training method, since minor changes such as social distancing (a minimum distance of 1.50 meters) are simple to adopt and apply. Given the opportunity and tools, a network for workers, employers and government work well together to spread information on pandemic preparedness at enterprise and neighbourhood levels. Pandemic preparedness plan need not be complicated and detailed. Easy to apply and user friendly plan may prove to be more practical. In addition, neighbourhood cooperation is promoted, for example, larger enterprises train smaller enterprises that are located within the same industrial estate or farmers will train fellow farmers on how to safely handle animals.

Management's role and cooperation is key to success. Management's supportive role and emphasis on the sharing of information on pandemic preparedness will lead to a decreased spread of any diseases which translates to the workers' well being not only in the workplace but also in communities and neighbourhoods. Pandemic preparedness is often identifiable in those

enterprises that have a prominent Occupational Safety & Health Committee or Safety Officer who flag the significance of pandemic preparedness to management. Pressures from larger enterprises to its downstream suppliers or contractors are important to smaller enterprises in incorporating pandemic preparedness. Regulatory pressure to enterprises, especially from labour inspection officers, is helpful when trying to encourage enterprises to embrace pandemic preparedness. Some enterprises' endeavour to conform to international standards and to attain international certification help drive them to incorporate pandemic preparedness planning.

Thanks to the training format and to the practical, easily adaptable training materials, the project can rely on a multiplier effect. Participants in ILO TOT sessions have different backgrounds (they are government officials, trade union leaders, employers and volunteers) and are trained to be trainers in turn. The established network of trainers is capable of efficiently transferring knowledge to other government officials, workers, employers and farmers, multiplying project reach and effectiveness.

The concept behind ILO's training of trainers is the so-called "action-oriented training programme". This approach is based on problem-based learning and encourages participants to share their experiences and to take part in factory visits during which they can witness concrete improvements of working conditions. TOT participants express satisfaction with the relevance, quality and content of the course, and deem appropriate the balance between theory and practice. The general awareness on influenza issues seems to have improved within the target workplaces. Several participants mention, specifically, that the contents are difficult to comprehend at the beginning of the course, but that later they provide a good background to support changes in attitude and behaviour towards influenza issues. Once they graduate, trainers become "change agents" within their organizations. In order to expand coverage, they submit training proposals to ILO for financial support.

TOTs are easily replicated in other countries by making use of the material developed in Thailand and adapting it to the new context. Information and training materials are disseminated through ILO's country offices. Trainings are delivered by ILO's Senior Occupational Safety and Health Specialist, who generally conducts WIND and WISH programmes in the countries covered by ILO's sub-regional office for East Asia. For practical reasons, the module on influenza prevention has been integrated into the WIND training programme, and the module on human pandemic influenza preparedness into the WISH training programme.

## **Annexes**

1. Evaluation report
2. Manuals

#### IV. INDICATOR BASED PERFORMANCE ASSESSMENT

	<b>Performance Indicators</b>	<b>Indicator Baselines</b>	<b>Planned Indicator Targets</b>	<b>Achieved Indicator Targets</b>	<b>Reasons for Variance (if any)</b>	<b>Source of Verification</b>	<b>Comments (if any)</b>
<b>UNCAPAHI Objective 2</b>							
<b>UNCAPAHI Output 2.1</b>	Indicator 2.1.4	Training modules developed	Training modules used in TOT and network training applied the training module	Complete with submission of monitoring reports and good practices			
<b>UNCAPAHI Objective 3</b>							
<b>UNCAPAHI Output 3.1</b>	Indicator 3.1.1	TOT	TOT organized in collaboration with DLPW and BEID	Achieved and collection of good practices of network training			
<b>UNCAPAHI Objective 6 (UNCAPAHI indicates not initiated due to lack of funding but the project continues to try to meet)</b>							
<b>UNCAPAHI Output 6.1</b>	Indicator 6.1.11	MOL & SMEs	DLPW involved in most of the activities by reaching out to SMEs	Achieved			