

Tuberculosis (TB) continues to be one of India's greatest public health challenges. India has the largest number of TB cases accounting around 27% of total global burden. According to the estimates from the WHO Global TB Report (2016), in India there were 2.8 million new TB cases and 478,000 people died from TB in 2015. TB is also posing a serious economic threat, as estimated 100 million workdays are lost due to TB in India every year. On an average, a worker with TB loses 3 to 4 months of work. Certain occupations and sectors such as mining, extraction and exploring as well as healthcare are more vulnerable to TB because of the nature of work.

A year ago, Prime Minister Mr Narendra Modi committed to eliminating TB by 2025, five years ahead of the global target. To support this courageous goal, India needs a united, corporate voice to help combat TB. Corporate can play a decisive role in the fight against TB as they not only have resources but also access to large number of workers.

With this background, International Union Against TB and Lung Disease (The Union) and Centre for Responsible Business (CRB) in association with Okhla Garment and Textile Cluster (OGTC) organised half day sensitization program and TB and corporate TB Pledge. Sensitization program was divided into two sections, inaugural and technical. Brief points from the sensitization program are given below.

1. Inaugural session

1.1. Rijit Sengupta, CEO, Centre for Responsible (CRB), served as the anchor for the event. He welcomed the audience and the panel for the inauguration.

- CRB works with businesses and other stakeholders to help them align their activities to the Sustainable Development Goals (SDGs). Overall, CRB helps businesses integrate sustainability to their core business model. Business This session aligned with SDG 3.3: Eradication of Tuberculosis
- TB impacts the productivity of organizations dependent on large labour force. Industry must be able to manage TB at workplace.
- Rijit also informed the audience that the workshop would make them aware on the basics of TB and its management

1.2. R. C. Kesar, Director General, Okhla Garments and Textiles Cluster provided by the opening remarks.

- He admired the initiative by The UNION, USAID and CRB in creating awareness among apparel manufacturers on tuberculosis.
- He recognized that members of OGTC and many other apparel manufacturers have from time to time undertaken activities and awareness campaigns for the benefit of the workers. He asserted that they would also come forward and take interest on TB prevention and control measures.
- Such initiatives create healthy workers, healthy citizens, and finally a healthy nation.

1.3. Dr. Syed Imran Farooq, Project Director, Challenge – TB, the Union, mentioned that TB must be dealt with a similar vigour like the polio eradication program.

- He welcomed all attendees and stakeholders to this fight against TB
- He assured that the Union, along with government was available to help all those who are interested in being part of this fight against TB.

1.4. Arvind Kumar, Project Management Specialist, USAID, India

- He informed the audience that India had the world's highest burden of TB. With over 27 lakhs TB patients in India, identification and medication is a challenge.
- To meet the goal of eradicating TB in the next 5- years, the government can't do it alone; participation of the private sector is a must.

1.5. Sahil, TB Champion

- Sahil, a TB champion who spent six precious years of his life fighting TB shared his real story. He shared information on how he came to know for the first time that he had TB and how even after completing his treatment, the disease came back in the form of Multi Drug Resistant TB. .
- He shared the financial loss he had to bear because of long fight with TB including losing his job.
- He urged everyone to look out for symptoms for early detection and treatment. He requested participating companies to work on TB and workplace to facilitate early diagnosis and treatment adherence among workers.

1.6. Dr. K K Chopra, Director, State TB Training and Demonstration Centre, Delhi

- Dr Chopra, Director, State TB Training and Demonstration Centre, Delhi, informed the audience that the Delhi government has set up over 200 TB centres across the state. The centres provide free services ranging from diagnostics, medication and monthly monetary support for nutrition to notified TB patients.
- He offered to work with OGTC members and take up sensitization and program implementation.

2. Technical Session

2.1. Basic of TB

Dr Syed Imran Farooq delivered an interactive session with the audience and sensitized everyone on the basics of TB, starting from its origin, symptoms to factors for spreading and probability of recurrence. He requested all to deal with TB patients with compassion, and remove the stigma surrounding it. This would encourage patients to seek help from authorities.

Dr Farooq showed a video by ILO on TB awareness in India; this helped the audience connect with the actual extent to which TB patients suffer, and how challenging it was to lead a normal life. He provided extensive data on TB symptoms, incubation period, etc. He also listed out some basic precautionary measures against the spread of TB. He emphasized on the fact that there was no vaccine against TB, and only means at our disposal were effective disease control and providing sufficient nutrition.

2.2. Corporate TB Pledge by USAID

Mr Arvind Kumar from USAID highlighted that despite obvious benefits of having TB management plans, corporates usually don't have them. This could be due to lack of awareness and challenges in implementation. He introduced the Corporate TB Pledge initiated by the USAID and described the different subscription levels (Silver > Gold > Platinum > Diamond). He mentioned that for successful

TB program implementation, it is important to: Think big (Set ambitious but practical goals); start small (start with small scale programs); and scale up fast (scale up those programs which work).

2.3. TB at Workplace - Mohd. Shadab, Senior Technical Advisor – Corporate Partnerships, The Union.

Mr Shadab emphasized that workplace stigma is the biggest challenge due to which many TB cases go unreported; alienation and job security are the major concerns. Involvement of corporates is a must, as they have access to people and resources. They are best situated to provide an enabling environment. He pledged his help to corporates in framing TORs and policies for TB management programs at workplaces; The Union would help companies to implement such programs too.

He warned that within a workforce of seventy to eighty thousand, about 150 – 200 people would definitely have TB. OGTC could play the role of facilitator for workshops and sensitizing programs within member companies. He further urged the audience to engage corporate managers and bring them on board; swift policy changes require a top-down approach as clearances and permissions are obtained easily.

3. Group discussions on understanding and management of TB

The participants were divided into three groups for group discussions on the learnings from the day's sessions. The observations from each group were recorded in flip charts and presented at the end of the session.

Broadly, the following key observations emerged from these presentations:

1. Learnings (About TB among Company representatives):

- a. TB is caused by the bacteria Mycobacterium Tuberculosis. It spreads through air when infected people showing symptoms of TB cough, sneeze or otherwise expel upper respiratory fluids/droplets.
- b. Symptoms include: coughing for more than 2 weeks, occurrence of fever at night, loss of weight.
- c. Screening of TB is done through: sputum test, chest x-rays, Gene Xpert test.
- d. Cure of disease and prevention of spreading: patient should cover mouth/use mask for the first two-three weeks of starting medication. After that, the virility of the bacteria is reduced, and the disease is no more infectious in drug sensitive TB patients. A healthy, balanced diet is to be maintained. Protein-heavy diets are recommended. Exposure to sunlight and enough sleep is recommended. Medication must be taken regularly and follow-up screening is a must.
- e. If medication is discontinued and the bacteria mutates, then the next round of treatment can last for a much longer duration.
- f. Only lung TB is contagious. TB of bone, spine, etc. are non-communicable.

2. Action (Post-training discussions in each Company):

- a. Discussion with senior management is required in order to institute a TB program in workplace. The Union, OGTC, and CRB will help with the organization/launch.
- b. Assessment of vulnerability in workforce. Form plan for better ventilation, decongestion of workplace, etc.
- c. A dedicated team will be needed for overseeing all activities and implementing.

3. Benefits of TB program (to the Company):

- a. Increased awareness among all. This would help in preventing further cases.

- b. Increase in health and productivity of work force.
 - c. Decrease in absenteeism due to overall improvement in health.
- 4. Support required (From Company to take Actions):**
- a. Support from senior management, government, OGTC, organizations like The Union, and facilitating partners like CRB is needed.
 - b. Training and awareness sessions will be conducted by The Union in association with District/State TB Centres.
 - c. Support from The Union with IEC materials for creating awareness inside the Companies and guidance for developing and implementing programs.
 - d. Support from senior management to create enabling environment, i.e. paid leave time for health check-up, etc.

Annex I: Agenda

Consultation on Corporate TB Pledge

July 26, 2019

Emerald 1, Crowne Plaza Hotel, Okhla, New Delhi

Time	Topic	Resource Persons	
9:30am to 10:00am	Registration		
Inaugural Session			
10:00am to 10:45am	Welcome Remarks	Mr. Rijit Sengupta, CEO, Centre for Responsible Business (CRB)	
	Opening Remarks	Mr. R C Kesar, Director General, Okhla Garments and Textiles Cluster (OGTC)	
	Address	Dr. Syed Imran Farooq, Project Director, Challenge - TB, The Union	
	Address	Mr. Arvind Kumar, Project Management Specialist, USAID, India	
	Address	Mr. Sahil, TB Champion	
	Keynote Address	Dr. K.K. Chopra, Director State TB Training and Demonstration Center, New Delhi	
	Vote of Thanks	Mr. Rijit Sengupta, CEO, Centre for Responsible Business (CRB)	
10:45am to 11:00am	Tea Break		
Technical Session			
Moderator: Rijit Sengupta, CEO, Centre for Responsible Business (CRB)			
Time	Topic	Specific Objectives	Resource Person
11:00am to 11:45am	Basics of TB (Documentary: TB – Lets Work on It) Q&A	Sensitizing participants on magnitude of TB, information on prevention, care and RNTCP schemes	Dr. Syed Imran Farooq, Project Director, Challenge - TB, The Union

11:45am to 12:00pm	Corporate TB Pledge	Introducing corporate TB pledge to participants	Mr. Arvind Kumar, Project Management Specialist USAID, India
12:00pm to 12:15pm	TB and Workplace Q&A	Introducing right based approach on TB at the workplace	Md. Shadab, Senior Technical Adviser, Corporate Partnerships, The Union
12:30pm to 1:00pm	Group Discussion and Presentations	<ul style="list-style-type: none"> • What priority issues for prevention and control of TB could you draw from the presentation and discussions that are critical for your company? • What benefits would accrue to your company from taking actions on these priorities? • What kind of support do you need (and from where) for the same? 	Moderated Discussion by splitting the participants into 3-4 Groups
1:00pm	Concluding Remarks	Dr. Syed Imran Farooq, Project Director, Challenge - TB, The Union	
1:10pm	Networking Lunch		

Annex II: List of Participants

Name	Designation	Organization
Neerja Pandey	Executive	OGTC
Parveen Kumar	Welfare Officer	OGTC
Neelam Kumari	Nurse	OGTC
R C Kesar	Director General	OGTC
Neeta Mishra	Manager-HR	Afflatus International
Satyender Singh	Welfare Officer	Orient Fashion Exports (India) Pvt. Ltd.
Sheeba	Nurse	Orient Fashion Exports (India) Pvt. Ltd.
Abhishek Kumar	HR Executive	Orient Fashion Exports (India) Pvt. Ltd.
N K Dwived	Admin	Orient Fashion Exports (India) Pvt. Ltd.
Annamma Abraham	Nurse	Orient Fashion Exports (India) Pvt. Ltd.
Dilshad	Safety Officer	Orient Fashion Exports (India) Pvt. Ltd.
Pavneet Kaur	Welfare Officer	Paramount Products Pvt. Ltd.
Shanil Mathew	Sr. Manager	SHAH Exports
Neera Dhawan	HR Manager	Pee Empro Exports
Shurinder Kaur	EA to MD	Gudi Exports
Meenu Singh	Welfare Officer	OFP
Navendra Nath	Sr. HR Manager	Team Kiran
Manish Gaur	HR	Garments India radnik Exports
Rinky Bharti	HR	Garments India radnik Exports
Dinesh Pandey	Manager Compliance	Meenu Creations
Pavan Dixit	Manager	Global Mode & Accessories
Renu	Jr. Executive	Panorama Exports Pvt. Ltd.
Sushant Bakshi	HR Admin	ID Exports
Rijit Sengupta	CEO	CRB
Ramanuj Mitra	Program Officer	CRB
Mohak Mathur	Manager	IPE global
Sahil	President	OPNP+NGO
Asha	Peer Counsellor	OPNP+NGO
Dr. K K Chopra	Director	NDTB Centre
Arvind Kumar	Project Management Specialist	USAID/India
Dr. Imran Syed Farooq	Project Director-CTB	The Union
Mohd Shadab	Consultant	The Union
Sonali Bhatnagar	Project Assistant	The Union