



WORKPLACE HEALTH SERVICE DELIVERY

Ensuring workers can access essential health services

Millions of workers across the world struggle to access sexual and reproductive health services. Reasons for this can range from a general lack of knowledge of health needs and rights, to insufficient time to find or access services due to working hours. IPPF is working with large employers to address these barriers, devising models that provide information and education to workers on their health and rights, and ensure access to quality sexual and reproductive health services that take into account the needs of the workers and the employers. It is estimated that IPPF reaches **over 1 million workers** annually through health services delivered via engagement in the workplace.

IPPF's model of workplace health services

IPPF is creating models of health service delivery that address the barriers that workers face trying to access the sexual and reproductive health services they have a right to. While many workplaces have on-site clinics, predominantly these function as a first aid station, offering very basic remedial care. Staff employed in the clinics often have low levels of skills and very little is offered to workers in terms of health education, particularly around preventative healthcare including sexual and reproductive health. Workers have to seek services outside the workplace and yet work hours can make this almost impossible.

IPPF works closely with workplace management to tailor programmes that address the health needs of the workers while factoring in the demands of work and the employer. We offer information, education and access to sexual and reproductive health services as well as more general health screenings and treatment including for poor nutrition, anaemia, diabetes and high cholesterol. In a number of countries with large employers such as garment and textile factories, coffee and tea plantations, flower and vegetable farms, construction sites and manufacturing plants, IPPF Member Associations have located clinics nearby to ensure the workers can access services they want.



ETHIOPIA

Healthier workers, healthier business

When IPPF in Ethiopia, Family Guidance Association of Ethiopia (FGAE), started working with Kombolcha Textile Factory in 1997, 50 per cent of the women workers were on extended sick leave. There was a very high rate of unplanned pregnancies, complications during pregnancy or birth and no proper antenatal and obstetrics care.

FGAE set up a clinic on site, delivering a wide range of sexual and reproductive health services. Within four years there were major health improvements for the women workers. New cases of sexually transmitted infections, HIV infection and unsafe abortion were almost eliminated, and voluntary uptake of modern contraceptive went from 11 per cent to nearly 90 per cent. Women were healthier, their pregnancies were better planned and healthier, fewer women were off sick and for shorter times.

The benefits to the workers and to the company were very clear and the factory owners took over running the clinic. It is now open every day the factory operates, with skilled staff able to provide a wide range of methods including IUDs and implants for the women workers who can access them at times convenient to themselves.



THE OPTIONS OFFERED BY THE IPPF MODEL OF WORKPLACE HEALTH SERVICE DELIVERY INCLUDE:

DEMAND GENERATION	ENSURING ACCESS TO SERVICES ON-SITE	ENSURING ACCESS TO SERVICES OFF-SITE
<ul style="list-style-type: none"> • Health information materials • Health fairs • Group discussions • Peer education 	<ul style="list-style-type: none"> • Managing clinics directly • Capacity building skills of clinic staff • Providing health supplies to clinic • Service delivery through outreach 	<ul style="list-style-type: none"> • Signposting to nearby IPPF clinics • IPPF clinic hours to suit workers • Referrals to other health services • Vouchers to subsidize health services and medicines

Working in partnership

IPPF is working with partners across the sector to improve access to sexual and reproductive health services for workers.

At country level, Member Associations partner directly with employers to deliver programmes that address workers' health wants and needs, while offering business benefits for the employer and income opportunities for the Member Association.

Globally, IPPF works closely with partners like the UN Foundation's Private Sector Action for Women's Health and Empowerment project and directly with brands and suppliers to advocate for improved access to information and services for women workers in global supply chains.

Another partner is The World Benchmarking Alliance which is developing benchmarks that measure/compare corporate performance on the Sustainable Development Goals. IPPF is part of the group looking at the creation of a Gender Equality and Empowerment Benchmark for SDG 5 which will look to move beyond measuring high-level policy commitments to tracking more performance-based metrics that better assess impact and build a stronger evidence base.



For more information contact workplace@ippf.org

CAMBODIA

Improving the health of garment workers

Cambodian garment worker Ny was recommended to go to IPPF in Cambodia, Reproductive Health Association of Cambodia (RHAC), for her antenatal care. "I come here every month to check on the baby," she says, "RHAC has given me advice on how to look after myself and the baby; to eat nutritious food". RHAC staff have also offered family planning information. "I did not know how to plan to have children before I came to the clinic, but the doctors have told me about different methods of [long-acting] contraception."

Ny is very glad to learn about her options. "This child was unplanned, but I don't feel any regret because I had already been married for two years. But after having the baby I plan to use birth control," she says. "I know that I don't want to have another child straight away. It may be two or three years until I have the next one, as I want to wait until my family's finances improve."

WHAT IS IPPF?

The International Planned Parenthood Federation (IPPF) delivers sexual and reproductive health services that let people make their own choices. We fight for everyone to exercise their right to make those choices. We are local, through our members and volunteers, and global, through our network. We meet need, wherever it is, whoever requires it, for as long as they want it.



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