Public Health Policy for Private Workplaces: A Model for Policy Advocacy and Health System Strengthening

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Workplace Health Policy Advocacy

1. Context – Workplace Policy Divide

2. Cambodia WorkerHealth project

3. Cambodia Infirmary Guidelines Process

4. Lessons/Takeaways
1. Context: The Great Health Divide

WORK
Global – ILO
National – Ministry of Labor

COMMUNITY
Global – WHO
National – Ministry of Health
Three Policy Divides

COMMUNITY

1. Global Health
   Corporate Codes & Certifications

2. Ministry of Health
   Ministry of Labor

3. Workplace Infirmaries/Health
   Company Management

WORK
Workplace Health Services
Sign on Factory Infirmary Window

NO ENTRY WITHOUT PERMISSION

禁止进入

Learning Agenda/Enabling Environment
Evidence Project (Population Council)
Meridian

Workplace Interventions
Marie Stopes International Cambodia

A Project to Expand Access to Voluntary Family Planning and Reproductive Health (FP/RH) and Other Services for Female Garment Workers
Funded by USAID Cambodia
WorkerHealth Systemic Design

Enabling Environment & Policy Dialogue

- Garment Factory Worker and Behavior Change
- Garment Factory Infirmary Quality Service
- Quality Assured Provider Network

Sustainable Health Financing

Learning and Evidence
3. Infirmary Guidelines Process
Infirmary Guidelines Process

2015
- July
- August
- September
- October
- November
- December

2016
- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

2017
- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

Advocacy for Infirmary Guidelines Development process

Creation of working group & development of ToR

Planning & Scope of Work for Guidelines process
  Initial meeting held with the MoLVT

Evidence retrieval and synthesis

Engagement of a national consultant

Individual meetings with key stakeholders

Consultative meetings with government on content of guidelines & presentation of zero, first and second drafts

- Tripartite coordination committee & final stakeholder consultative workshop for feedback and recommendations

MoLVT signoff for document & final editing, design and printing

- Approval, launch and dissemination

Consultant Terms of Reference (ToR) developed (May 2016)
Recruitment under UNFPA (June-July 2016)

MoLVT, NMCHC, WHO, AFD, GRET, GMAC, Brands and Factories

Working Group Co-chairs:
UNFPA, USAID - (Co-chairs)
Secretariat: WorkerHealth (Evidence Project/Population Council) & PSL (MSC, CARE, Save the Children)
Members: CARE, RHAC, PSI, E&D, BFC

Working Group Convening and feedback from factories managers and infirmary staff, GMAC, brands and unions
Approach & Principles: Multi-Stakeholder ABCs

A. Begin with Evidence & Build on Experience
Principles

B. Work within a **formal structure**
C. Engage a **government** champion
D. Invest the **necessary resources**
E. Promote **local** leadership
F. Understand/\textit{minimize} policy burdens
4. Lessons/Takeaways

- **Key advocacy role for health organizations on workplace policies and women’s health**

- **Workplace health = part of health system strengthening**

- **Global health strategies on access & quality should include corporate codes and “labor” policies**
Resources/Contacts

The Evidence Project
Strengthening Family Planning and Reproductive Health Programs Through Implementation

Population Council, project leader

Resources

CASE STUDY
Lessons Learned from the Cambodia Enterprise Infirmary Guidelines Development Process
Download case study

TOOLKIT
Guidelines for the Establishment of Enterprise Infirmaries
Download Guidelines

POSTER
Health Needs, Health Seeking Pathways, and Driving of Health Seeking Behaviors of Female Garment Factory Workers in Cambodia
Download Poster

REPORT
Garment Sector Health Interventions in Cambodia: A Comprehensive Review

Evidence Project
www.evidenceproject.popcouncil.org/resources/

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The Evidence Project seeks to expand access to high quality family planning/reproductive health services worldwide through implementation science, including the strategic generation, translation, and use of new and existing evidence. The project is led by the Population Council in partnership with the Population Reference Bureau.

Meridian Group International, Inc. implements the RAISE Health Initiative, a major activity of the Evidence Project.