

## RESULTS SUMMARY

# Partnerships for promoting sexual and reproductive health and rights for employees in private companies

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|         |   |
|---------|---|
| PROJECT | <b>Title:</b> Sexual and Reproductive Health and Rights in the Private Sector   |
|         | <b>Partner:</b> Global Compact Networks Kenya; Kenya Association of Manufactures; Federation of Uganda Employers; Reproductive Health Uganda; Uganda manufacturers Association. |
|         | <b>Country:</b> Kenya and Uganda  |
|         | <b>Period:</b> 2018 - 2021  |

**CHANGE**

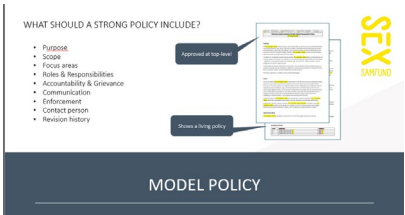

The partnerships with employer organisations in Kenya and Uganda contributed to improved understanding among their members of the benefits of supporting their employees' sexual and reproductive health and rights (SRHR). Since 2018, the partnerships with the employers' organisations have made it possible to reach approx. 17.000 employees in private companies with sexual and reproduction health services and with information about their rights.

**CONTEXT**

Within the formal private sector there are many barriers such as poor health, including sexual and reproductive health, and gender equality, from low hygiene on toilet facilities to lack of advancement opportunities for women and structurally excluded people. Since 2015, DFPA has aimed at reaching the young female employees in private companies, but it has been difficult for CSO partners to get access through companies' management.

**CONTRIBUTION**

The partnerships with employer organizations were opportunities for DFPA to create awareness within the employer organisations through which tools and guidelines have been shared with their members. Thus, DFPA initiated a pilot project in 2020 with Danish Industry, the employer organisations in Kenya and Uganda, CSO partners and Global Compact Kenya to combat sexual harassment in the workplace.

|        |  |  |
|--------|--|--|
| IMAGES |  <p>Slide from webinar about model policy</p> |  <p>Intro slide to webinar</p> |
|--------|--|--|

## ADDITIONAL INFORMATION

### ACTIVITIES

The first activity in the pilot project was a survey related to gender equality, health and decent work among approx. 100 private companies in Kenya and Uganda. Based on the findings, the partners and DFPA co-created a generic model policy for diversity, equity and inclusion and anti-sexual harassment and a set of KPIs on sexual harassment for companies to easily enforce the relevant policy and monitor their progress. Further, a flow chart for how to handle cases of sexual harassment was developed. Throughout the project, DFPA hosted several webinars with partners and two face-face workshops were conducted in Kenya and Uganda where tools were presented to member companies for testing and for their uptake. The model policy has also been shared by DFPA with IFU, the Danish state-owned Development Finance Institution.

### LESSONS

The establishment of the partnerships with the employer organisations created an easier access to companies and opportunities for co-creation of the tools that addressed the needs of the users. Co-creating the tools with the employer organisations added credibility to the tools and involving Reproductive Health Uganda and Global Compact Kenya, brought local knowledge about how to best promote gender equality and prevent sexual and gender-based violence and harassment in the given context.

### EVIDENCE

The claim that partnerships with employer organisation led to improved access to management and employees in private companies in Uganda and Kenya is documented in an external review from May 2021, by Camilla Winther Kragelund, IMPACTUS: “When the current Private Sector program started, accessing companies turned out to be more challenging than expected. [...] With management reluctant, it was also difficult to access staff to provide services and peer education trainings. In response to this, DFPA and partners have developed an effective approach to get companies onboard. Enabling factors for company engagement: Trust building entry points with employer organizations or business associations. Use business case to demonstrate cost savings of SRHR investments. Get broad-based management buy-in, preferably also own investment. “

### DOMAINS

| <i>Development strategy priorities:</i>  | <i>Insert strategy priority</i> |
|--|---------------------------------|
| <i>Changes in the lives of people facing poverty, marginalisation or vulnerability</i>     | -                               |
| <i>Changes in laws, policies and practices that affect people's rights</i>                 | -                               |
| <i>Changes in the capacity of organisations and communities to support rights</i>          | -                               |
| <i>Changes in partnerships and collaborations that support people's rights</i>             | X                               |
| <i>Changes in participation of groups facing poverty, marginalisation or vulnerability</i> | -                               |

## GUIDANCE NOTE

This format consists of two overall sections: on page one, the results summary communicates results to an external audience using a brief summary of what has been achieved; while page two provides an opportunity to explain the background and evidence behind the claims made as part of the summary.

### Page 1: Results summary

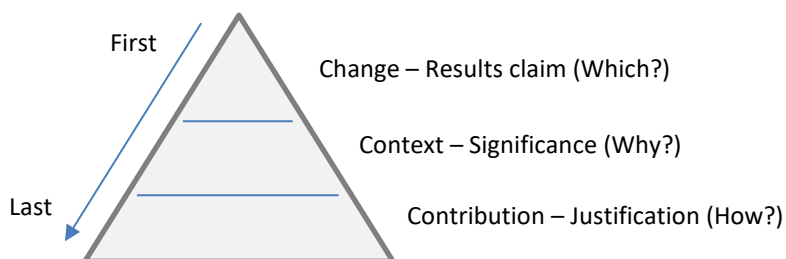
The results summary should outline of the overall change. This should be phrased in a clear and concise manner, focusing on the benefits for target groups or communities, and preferably start out by stating the overall key message as a one-line statement. It is thus important to prioritise what the key message should be and not attempt to describe every possible change that may have occurred.

Note that case studies should not describe all of the activities carried out during the implementation. Instead, it should focus on one or two key messages to be highlighted – which may also span several projects – and only outline activities to backup contributions to the highlighted change.

This can be illustrated as a “reverse funnel.” First, the “change” section introduces the overall results claim, which answers the “which.” Note that this is done before any details have been provided. Second, the “context” section outlines the problem being addressed by the project and the significance of the change. For example, by explaining “why” it benefits target groups or communities.

Finally, and lastly, the “contribution” section should provide examples to justify for “how” the intervention contributed to realising change. Note that this should focus on the plausible linkage between the change and intervention rather than describing details from activities. It is often useful to think of this as a reverse theory-of-change, i.e. “After we did X, then Y occurred, because of Z.”

Figure 1:  
Reverse funnel for communication



### Page 2: Additional information

The second page should provide background and evidence for project’s contribution to change. It can also address technical issues that do not fit in the results summary. The section consists of the following sections:

- **Activities:** Whereas the “contribution” section on page one provides a brief summary of the project contributions to change, the “activities” section allows for more detail on the project design, organisation and underlying activities in support of the contributions made.
- **Lessons:** Describes lessons learned through the implementation. These should relate to the results claim or alternatively the project(s) as a whole. Please consider (1) novelty – i.e. whether the change represents something new – and (2) the potential to scale and/or build on lessons going ahead.
- **Evidence:** A narrative comparison between results claims and the underlying evidence. It should answer “X led to Y, because of Z,” although it does not need to be phrased this way. It is useful to include references to a few selected documents for further details. Please see guidelines for more.
- **Domains and development strategy:** Describes contributions to defined domains and the Danish development strategy. Please consider limiting the number of domains to a few selected ones.

