

Commercial Sector

Private Companies



Introduction

Many companies are involved in efforts to support the health needs of their employees and surrounding communities. Employer-based health insurance is one way to meet the health needs of employees, but companies also engage in broader efforts to address the well-being of employees, their families and the community. Often referred to as corporate social responsibility (CSR), these efforts reflect a company's commitment to contribute to economic development while improving the quality of life for their workforce and their families as well as of the community and society at large. If pertinent to the scope of the assessment, teams may want to find out what companies are active in CSR efforts related to the health area of interest, and select a few companies to interview. If a Business Coalition exists, that would be a good place to start.

Questions

Start the interview by documenting basic information about the company (size, industry, etc.), including percentages of male/female employees.

Employer-Based Health Care

- Do you offer health insurance benefits to your employees? Does this extend to dependents (immediate family members)?
What services are covered? [PROBE: Are HIV and AIDS services covered? Are contraceptives covered?]
- Do you provide services to employees at an on-site health clinic? If so, what services are provided at this clinic?
- How do you gather information about what health benefits or on-site services are most valuable to your employees?
- Does the government have any laws or policies regarding employer provision of HIV and AIDS or reproductive health care services?

Corporate Social Responsibility

- What is the general level of CSR awareness in the country? Which sectors are most involved in CSR? [PROBE: Mining? Bottling/beverages? Tea/agriculture? Etc.]
- Are you aware of any existing public-private partnerships between companies and the government that focus on (HIV and AIDS, reproductive health, etc.)? If so, please elaborate.
- What CSR efforts is your company engaged in? What was the impetus for your company's involvement?
- Would your company be interested in a partnership to address (HIV and AIDS, reproductive health, child health, etc.)?