

Enabling reproductive health and rights for women through private sector action



The Coalition for Reproductive Justice in Business established by UNFPA, the United Nations sexual and reproductive health agency, and its partners aims to bring together leading private sector players to enable and champion women's sexual and reproductive health and rights (SRHR) in the workplace.

More than 190 million women work in global supply chains – with the private sector having the power to impact the lives of over 40 per cent of the global workforce, through measuring progress to achieve sustained change.

What businesses can do

SEEK	Sexual and reproductive health needs across the female workforce, supply chains and communities
ADOPT	Gender-sensitive approaches, indicators, and conditions for decent work, equal employment, and family-friendly policies
INVEST	Women's health, diversity equity and inclusion, and zero tolerance for gender-based violence
MEASURE	Performance and returns in creating an environment in which women can realize their sexual and reproductive rights
ADVOCATE	Better policies with governments and industry groups, and increased cooperation for better reproductive rights

How UNFPA can support businesses

Technical support	SRHR programmes	Ecosystem	Connections & platforms
Toolkits	ESG metrics & ROI-T*	Visibility	Brand reputation & positioning

*Environmental, Social and Governance (ESG) metrics & UNFPA's Return on Investment Tool (ROI-T)

The value-proposition of investing in sexual and reproductive health and rights



The six focus areas where sexual and reproductive health and rights action is needed

- 1 Detection and prevention of sexual and gender-based violence.
- 2 Antenatal, childbirth and postnatal care and family-friendly workplaces.
- 3 Prevention and treatment of HIV and AIDS and other sexually transmitted infections (STIs).
- 4 Counselling and services for women's reproductive, menstrual and menopausal health.
- 5 Counselling and services for modern contraceptives and comprehensive family planning.
- 6 Detection, prevention and management of reproductive cancers.

Investing in the health and well-being of women is not just the right thing to do, it's also good for business



UNFPA supports businesses to become agents of change and meaningfully contribute to improving the health and well-being of their employees, especially women.

Through its Workplace Access to Sexual and Reproductive Health and Rights programme, we demonstrate the financial and impact sustainability of Sexual and Reproductive Health and Rights programmes in the workplace.

Based on the latest academic and business evidence available, UNFPA has developed a Return-on-Investment Tool, a calculator which allows for companies to dynamically create, compare and organise Return-on-Investment projections on selected Sexual and Reproductive Health and Rights programmes to make informed decisions in an interactive workspace with real-time updates and results.

Our offer and potential results

Absenteeism: -24.5%



SRHR training

Productivity: +22.0%



Life skills training



Peer-to-peer outreach



Provision of iron tablets

Productivity: +5.0%



Factory clinic

Absenteeism: -21.0%



Provision of sanitary pads



Subsidized SRHR services & products

Absenteeism: -62.0%

Productivity: +7.0%

Productivity: +15%

Additional research under development

Given the growing interest by the private sector and other strategic partners, UNFPA is committed to continue investing in additional research under the Workplace Access to Sexual and Reproductive Health and Rights programme for higher investments, namely in the following areas:

Family-friendly workplaces

Globally, women take on a disproportionate amount of unpaid care work, having a significant effect on their careers, family and fertility decisions.

Safer and respectful workplaces

Gender-based violence and harassment affects the working environment with devastating consequences on the health and well-being of the survivor workers.

Climate resilient workplaces

With the rising temperatures, women face heightened health risks due to heat stress – especially pregnant women – as well as economic vulnerabilities, and more unpaid domestic responsibilities.

UNFPA's Return-on-Investment Tool strengthens the business case for private investments in Sexual and Reproductive Health and Rights, leading to a healthier and more empowered workforce.

