



JOHN SHORT & ASSOCIATES, INC.
HEALTH CARE CONSULTING & MANAGEMENT
P.O. Box 1305 • Columbia, Maryland 21044 • (301) 964-2811 Telex ITT 4948120 JSA Republic

TECHNICAL INFORMATION ON POPULATION
FOR THE PRIVATE SECTOR (TIPPS)

Contract No. AID/PDE-3035-C-00-5047-00

Second Trip Report: Zaire

Travelers:

Jack Galloway
Market/Commercial Analyst
URC/TIPPS

Joseph Deering
TIPPS Consultant
JS&A

Period of Visit:

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Project Officer:

Dr. Harry Cross

INTRODUCTION

During August, 1986, the TIPPS Project completed the Zaire country assessment begun May, 1986, by conducting a second trip to visit the principal sites of Kinshasa, the capital and largest city, and Lubumbashi, the regional capital of Shaba, Zaire's most important economic area outside of Kinshasa.

OBJECTIVES

The TIPPS Project is designed to generate private sector investment in family planning services. This goal is accomplished by demonstrating to decision makers the cost and health benefits of providing family planning services in their businesses. This demonstration is performed through subprojects with the following components: employee surveys to determine demand and contraceptive preference; determination of resources needed to meet estimated demand; and cost-benefit analysis to calculate expected financial benefits resulting from employee or member use of family planning services over a three to five year period and the breakeven point where savings match or exceed costs.

The objectives of the Zaire trip were: 1) to select one or more subprojects by assessing as many of the 21 previously identified companies as necessary; 2) to select a local organization to perform the TIPPS market and cost-benefit analyses; and, 3) to apprise pertinent officials in both public and private sectors regarding TIPPS objectives, methodology, findings and need to disseminate findings.

SUMMARY OF ACTIVITIES

1) Selection of Subprojects. The TIPPS team met with eight companies which, for the most part, are the largest and the most influential in their respective segments of the economy. Their interest was unanimous. Zaire law requires companies to provide all health and medical benefits to employees and dependents. The costs of these and other benefits are significant and rising, and both managerial and medical staffs are aware of the need to shift emphasis to preventive health and to reduce related costs. Since all eight gave positive response to the TIPPS proposal, further exploratory discussions ceased and TIPPS concentrated on prioritizing the eight companies. The criteria used to determine priority were the company's economic importance and the likelihood of its efforts being replicated in similar companies or elsewhere in the Zaire economy.

Accordingly, Utexafrica (textiles), GECAMINES (mining), PLZ (agriculture), and SNCZ (transportation) were given high priority. They have 90,820 employees and deliver health care to a total population of 543,880 employees, employee dependents and other persons who are provided medical services free or for a nominal charge. These companies and others represent an enormous potential for increasing family planning services in Zaire among people most likely to become contraceptive users at minimal or no cost to the government and outside donors.

Utexafrica is the largest textile company in Zaire, is predominantly urban based, has 8,029 employees and provides medical services to a total of 49,670 persons. It presently contracts out much of its ambulatory care services and spends \$160,000 per annum on these services alone, exclusive of birth benefits and inpatient care. It is presently determining whether to build an on-site clinic and what services to provide. In addition, Utexafrica disburses \$442,000 per annum as family allocations to its employees, based upon approximately 30,000 dependent children. Company officials were prepared ahead of time for the TIPPS visit and continued afterwards with a detailed study of how best to utilize the TIPPS offer. Their decisions are to be communicated after the Managing Director returns September 15.

GECAMINES is the largest Zairian company, both in numbers of employees and gross earnings, and leads the mining segment of the economy which accounts for 70% of all foreign currency earnings in Zaire. With 38,000 employees and 240,000 in all receiving medical care benefits, GECAMINES is looking closely at ways to hold and cut medical costs. These costs are considerable for employee dependents since 66% percent of 240,000 persons provided benefits are below 16 years of age. GECAMINES' role in the Shaba region is paramount because it also manages the central referral hospital for the Ministry of Health in Lubumbashi.

Plantations Lever au Zaire (PLZ) has 21,800 employees, all but

3,000 of whom are in predominantly rural areas, PLZ being the largest agricultural company in Zaire. When dependents are included, there are 108,960 workers and family members receiving benefits. Medical benefits alone cost over \$4 million per annum. This figure represents about 10% of gross annual sales. PLZ is paying \$196 per year in medical costs for each family, a considerable amount in that the highest estimated annual per capita income for Zaire is \$220. Because PLZ operates 9 hospitals in remote areas, it inevitably provides services to inhabitants who are not employees. Adding another 40% to families already served brings the total population provided medical services to 181,000 persons. The non-dependents pay either a nominal fee or none at all.

Societe Nationale des Chemins de Fer Zairois (SNCZ) is a parastatal company with 23,000 employees, the largest transportation company, and the fourth largest Zairian corporation in terms of annual budget. It provides medical services to 145,250 employees and dependents, and together with GECAMINES, is responsible for 90% of the health care delivered to the urban centers in the Shaba region. SNCZ is one of the few companies with family planning services offered at its facilities, but usage is very low, prompting SNCZ medical staff to be extremely interested in the TIPPS project. Since the SNCZ clinic in Lubumbashi that serves 1,700 workers and dependents draws only 20 male workers and 10 spouses each month for the FP services, SNCZ requested TIPPS particularly for assistance in promotional efforts and worker education. The Medical Director saw the demand survey proposed by TIPPS as a practical, diagnostic tool to tailor an IEC campaign and, consequently, immediately had his staff begin the translation and adaptation of the TIPPS questionnaires for use within SNCZ. He suggested a return to Lubumbashi by TIPPS in October, at which time he will have formulated a more precise program for the entire company.

The first subproject is likely to be with Utexafrica, predominantly urban based, or with PLZ, predominantly rural, and include both the market survey and cost-benefit analysis. The second subproject would likely be with GECAMINES in Shaba and focus on a market survey followed by strong IEC activities. Significant company participation is possible if GECAMINES should choose also to undertake the cost-benefit analysis. SNCZ may carry out on its own both subproject components with technical assistance from TIPPS.

2) Selection of Local Executing Organization. Discussions were held with five organizations previously identified as capable of performing the market survey and cost-benefit analyses. Two were selected: the School of Public Health, University of Kinshasa, in collaboration with both the Department of Demography & Economics and the National Institute of Statistics; and Coopers-Lybrand, the CPA firm already engaged by GECAMINES and with a strong regional presence in Shaba. Proposals for executing the subproject were received from each. TIPPS will select the first subcontractor mid to late September.

3) Briefing to Pertinent Officials. Discussions were held during the course of the two weeks to update key persons in various or-

ganizations who could eventually be instrumental in disseminating project results and in furthering family planning efforts both in the public and private sectors. The Zaire Asscciation for Family Well-Being, Zaire Chamber of Commerce, the Desirable Births and Rural Health Projects of the MOH, International Labor Organization, the Health & Population Office and Shabz Area Office of USAID, and the Commercial Office and the Lubumbashi Consulate of the US Embassy expressed strong interest and indicated support would be forthcoming for TIPPS activites.

FUTURE ACTIVITIES

TIPPS will select the first subproject and executing subcontractor in late September and return to Zaire late October in order to assist in the startup of the subproject early November. At that time consideration will be given to the possibility of selecting the second subproject. A trip to monitor the first subproject will take place January, 1987, and a workshop is scheduled for May to disseminate results from the first completed subproject. During the October and January trips, considerable effort will be put into preplanning the May workshop which will be the key means to achieving the multiplier effects hoped from each subproject.