

Towards Formulation of Workplace Policy on Perinatal Loss in Kenya

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Abstract

This study investigates the existing of workplace policies addressing perinatal loss in Kenya, focusing on the psychological and emotional impacts experienced by women following miscarriage, stillbirth, or neonatal death. Utilizing a descriptive survey design, the research engaged 80 participants from various corporate institutions in Nairobi, including human resource managers and women who have experienced perinatal loss. Findings reveal that many organizations lack formal policies recognizing perinatal loss, resulting in inadequate support for affected employees. Participants reported profound grief symptoms, including depression and social isolation, exacerbated by a lack of acknowledgment from employers and peers. Recommendations for policy formulation include extending maternity leave to those experiencing perinatal loss, ensuring access to benevolent benefits, and providing dedicated counseling services. Additionally, the study emphasizes the need for separate hospital wards for bereaved mothers and the implementation of compassionate leave. A significant barrier identified was the lack of awareness surrounding perinatal loss among both employees and employers, highlighting the necessity for educational initiatives within workplaces. The results underscore the urgent need for comprehensive policies that address the unique challenges of perinatal loss, fostering a supportive environment that promotes emotional recovery and well-being for grieving employees. This research contributes to the growing discourse on maternal health and workplace rights, advocating for a shift in organizational cultures to better support employees facing such profound losses.