

Analytic Spotlight

Women’s Reproductive Health: A rapidly changing landscape

Background:

A significant part of pregnancy and maternity care involves pregnancy loss or termination due to natural causes or induced abortions. [According to the Guttmacher Institute](#), there were 930,160 legal abortions across the US in 2020. Medical classifications of abortions include voluntary pregnancy terminations, as well as the procedures that follow incomplete miscarriages and other pregnancy complications (e.g., molar pregnancies, ectopic pregnancies).

As legislation changes, Employers naturally wish to review in-depth how current benefits impact their workforce. Data analytics provide HR decision makers access to facts for informed decisions and quantified planning.

Employers ultimately want women’s reproductive health benefits to offer

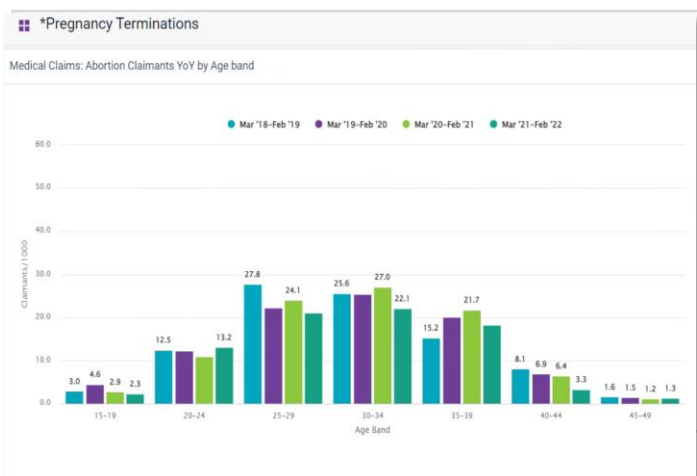
- access to the right care at the right time and in the right setting
- a quality, healthy and informed lifestyle,
- managed complex conditions and healthy returns to work after life events
- supportive policies so employees may be effective and productive

Data across plan sponsors can vary widely. In the HDMS customer base, looking at female members between 25-35 years of age, some clients asked how many accessed some form of abortion care? One large retailer saw 15-18 claimants/1000 while a large manufacturer, saw 21-28 claimants/1000 (across 2018 – 2021).

Implement changes quickly

The flexibility of HDMS solutions allow organizations to be agile and responsive in times of rapid change.

SHRM offers [additional resources](#) to navigate benefits evolution.



Data across plan sponsors can vary widely

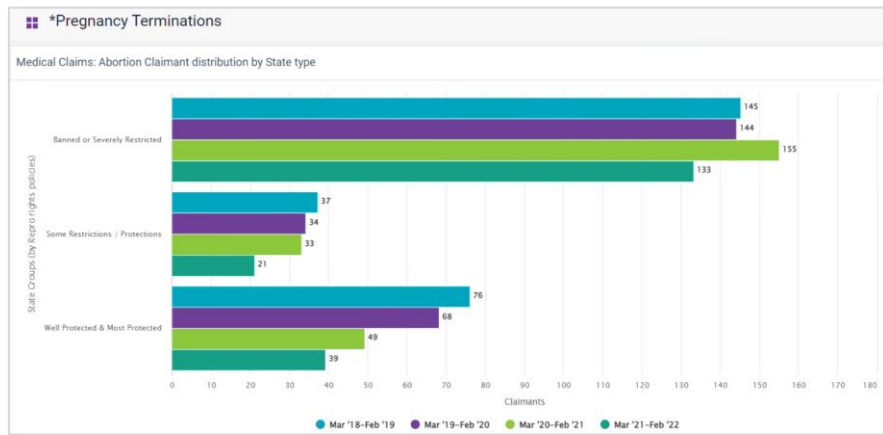
Abortion services incurred across 2018 – 2021

Let’s compare: Two organizations both with high volumes of workers across 50 states

Large national retailer:
15-18 claimants/1000 (25-35 years old)

Large national manufacturer:
21-28 claimants/1000 (25-35 years old)

Analytic Spotlight



Deeper insights

This employer investigated how their population might be affected by state-level regulations in the future.

For them, **75%** of historical abortions occurred in states that now have bans or severe restriction in place.

How to use this data

Facts help navigate change. Organizations are gearing up for change. Benefits may vary across state lines. This may entail expanding health travel, adoption resources and leave/time away.

Analytics play a vital role to provide quantitative insights that can drive qualitative design changes and inform planning for future enrollment cycles. Data also provides a broader view of medical circumstances that lead to abortion service needs and how to navigate these situations.

HDMS solutions & our team of experts answer common questions from benefits teams:

Population health:

- What do we know about utilization of abortion services in past years?
- How will members and families be impacted by changes to various state laws?

Clinical Outcomes:

- Do members have access to end-to-end care and episode management needed for cases ranging from simple to highly complex?
- Are there any discernible patterns of event/s or diagnoses seen often with abortion care services? (e.g., claims for post-partum depression, ER visits for uterine bleeding, etc.)

Benefits Planning:

- What are the likely increases to maternity care, time away and disability costs for the expected increase in pregnancies and deliveries due to changes in policies?
- Should travel stipend/s, enhanced adoption resources, and onsite child-care be added to health plans?

Network management:

- Should COE offerings be considered? If so, how do we identify quality providers in various geographic regions?

Whole health benefits:

- What other areas should we consider for holistic health and wellness, such as mental health support and bereavement benefits?

- **Decision-making:** Metrics support informed decision making. Relevant facts are inputs to cost estimations and benefit design changes (e.g., travel costs)
- **Network:** Investigate existing network. Work with carrier to identify closest provider options.
- **Business case:** Gather facts that show care cost alternatives such as additional time away, adoption programs, etc.

What's next?