

Supporting women's health in the workplace



Why women's health is important

Without women, business simply wouldn't work. In fact, over 70% of women aged 16 – 64 are employed^{1a}, contributing to every level of business from the shop floor, to management, to the Board Room. But a woman's working life can also be shaped by health events, such as starting a family or the menopause.

These life stages can not only affect physical health but can impact mental health too. They can be so difficult for some women to manage that they leave their job, leaving businesses with the problem of losing valuable talent and facing the high cost of recruitment.

There are almost

15.5 million

women working in the UK^{1b}

Almost a third of them
are aged 45 to 55²



Women's life stages



Fertility

Did you know?

- **1 in 7 couples** may have difficulty conceiving³
- **9 out of 10 people** experiencing fertility struggles, suffer with a combination of anxiety (91%) stress (89%) and depression (88%)⁴
- **38% of people** have seriously considered leaving their job or have in fact quit^{4*}
- **48%** going through fertility treatment report significant financial worries⁴
- **63%** admitted to reduced engagement at work^{4*}
- **25% of pregnancies** end in miscarriage, that's nearly 250k per year^{4a}

*working women and men who are either experiencing fertility struggles or have in the past.



Parenthood

Did you know?

- **One third** of UK professionals feel employers are not doing enough to support new parents⁵
- **50%** of women reported that they experienced mental health or emotional difficulties at some time during pregnancy or in the year after birth⁶
- **17%** of women leave employment completely in the five years following childbirth⁷
- **39%** of women rated returning to work as difficult or very difficult and 31% of women found it hard to reacclimatise to working life after a break⁸



Menopause

Did you know?

- Women of menopausal age are the fastest-growing demographic in the UK workforce today⁹
- Menopausal symptoms **affect 80-90% of women** with 25% describing them as severe¹⁰
- **45%** say symptoms have negatively impacted their work¹¹
- **18%** of women were looking to leave their job because of menopausal symptoms¹²
- **47%** of women who have taken time off did not feel they could tell their employer that menopause was the reason¹³

Businesses recognise the vast range of skills and diverse behaviours women bring to their organisation, at all levels including leadership and decision making.

Successful teams require a combination of these qualities and a balance of approach to drive success.

In turn, by supporting health and wellbeing in the workplace, you can optimise employee performance, which may help to:

- **Reduce absence**
- **Reduce staff turnover**
- **Save on recruitment costs**
- **Retain valuable talent**
- **Have a positive impact on employee wellbeing**
- **Increase productivity**
- **Reduce the risk of employee burnout¹⁴**

Supporting women's health in the workplace helps boost employee wellbeing, which benefits productivity and may help to reduce absence. Our Health Plan provides benefits that support women throughout their lives and helps to enhance your health and wellbeing offering.



How our health plans support women's health

Our Health Plan supports employee health and wellbeing with a 24/7 video GP service, 24/7 advice and counselling helpline and enables employees to claim money back towards everyday health treatments. Plus we provide educational content on our Women's Health Hub to support them through these life stages.

To see how our plan can help your employees, see the example health concerns below and our solutions to support women during these health events.

Fertility

We're trying for a baby but it's taken longer than I thought to get pregnant, I'm a bit stressed about it

See a reflexologist and/or acupuncturist to help with relaxation

Speak to a counsellor 24/7

Our fertility treatment is expensive and I'm worried about money

EAP service - 24/7 helpline offering legal, family and financial advice support

We've been trying for a baby and haven't got pregnant yet

Access to 24/7 Video GP service, in the moment support via our EAP helpline, structured counselling via video or phone, or face to face (if you choose this option), or through Cognitive Behavioural Therapy (CBT)



Pregnancy

I've had a miscarriage and I'd really like to talk to someone

Access to 24/7 Video GP service, in the moment support via our EAP helpline, structured counselling via video or phone, or face to face (if you choose this option), or through Cognitive Behavioural Therapy (CBT)

My feet hurt and are getting very swollen now I'm in my third trimester

See a chiropodist or a podiatrist to help with foot care, advice on footwear and other foot issues

Periods and Gynaecological Problems

My periods are painful and heavy, I'm worried something's wrong

Appointments with a consultant gynaecologist, plus tests and scans

Access to 24/7 video GP service

I'm having a gynaecological procedure in hospital

Hospital stays benefit

Early motherhood

After having my baby I'm experiencing some back pain

See a chiropractor, osteopath, or physiotherapist to ease pain

My bladder is much weaker since I had a baby and I keep leaking, it's affecting my confidence

See a physiotherapist specialising in female health

I could do with some postnatal support with breast feeding my baby

New child payment can help towards the cost of postnatal classes

Is it possible to find out how healthy I am, and will it include specific female tests?

Health assessment

Get a 20% discount on a female assessment via Nuffield Health

Menopause

I'd like to hear from experts on the menopause

View articles, blogs, webinars and more on the Women's health hub

I'm feeling low, can't sleep and think I may be experiencing the menopause

If you are experiencing symptoms like a low mood or hot flushes but are unsure whether it's the menopause, you can access our 24/7 Video GP service, EAP service, see a private GP face to face or even get referred to a consultant for a diagnosis

I live in England and I thought my HRT prescription charge would be free, and it wasn't

Claim back money towards prescription charges

I'm 52 and worried about Osteoporosis

Seeing a physiotherapist for tailored exercises can help improve bone density and physical wellbeing

I've gained weight during the menopause and would like some guidance

Seeing a dietician, plus discounted gym membership and lifestyle discounts including sports equipment

We are regularly adding new content including blogs, articles and webinars to our Women's Health Hub so your employees can find the help they need, quickly and easily on their portal, day or night.

As a client, you will have access to additional wellbeing content on our Engagement Centre, an online toolkit to support you to engage with your employees and encourage a healthy happy lifestyle.

To find out more about our health plans, speak to your Intermediary or Simplyhealth contact.



Sources

- 1a Office for National Statistics female employment rate (aged 16-64, seasonally adjusted)
- 1b Office for National Statistics Full time, part time and temporary workers February 2022
- 2 Office for National Statistics – REBA article The menopause: its biggest challenges at work and how to support employees in association with Simplyhealth
- 3 NHS website - Infertility
- 4 Fertility Network UK, in conjunction with Fertifa, workplace survey
- 4a Tommy's
- 5 LinkedIn survey of 4000 UK workers - March 2019
- 6 NCT Hidden Half report March 2017
- 7 Government Equalities Office report October 2019 – Employment pathways and occupational change after childbirth
- 8 People Management – Vodafone research May 2021 - supporting returners into the workplace in 2021 and beyond
- 9 CIPD report March 2019 - The Menopause at Work
- 10 British Menopause Society (BMS) October 2021
- 11 BMS factsheet September 2020
- 12 Koru Kids poll of 2000 women experiencing menopausal symptoms
- 13 BMS factsheet September 2020
- 14 YouGov Plc survey - Mental Health UK September 2020



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