

# Women's Health at work

## An expert's guide



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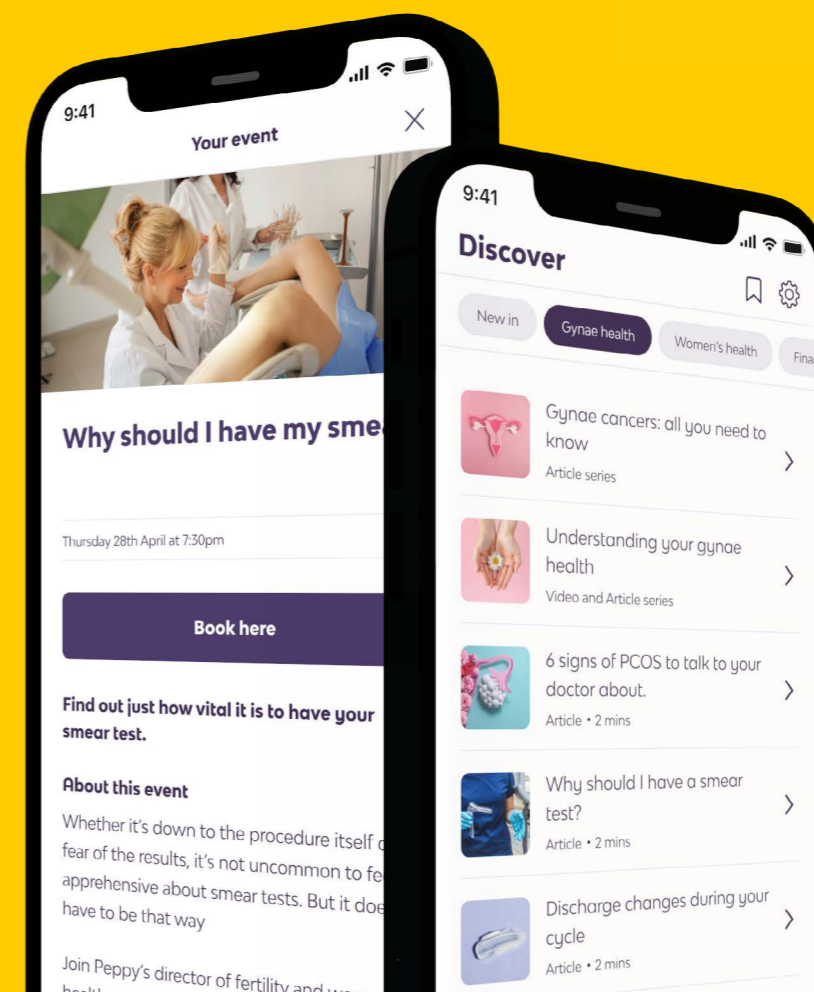
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# Why do employers need to provide women's health support?

## How is women's health impacting your people?

**85%**

of working-age women have experienced four or more women's health conditions<sup>1</sup>

**40%**

more likely to have insomnia than men<sup>2</sup>

**Twice**

as likely to have a common mental health problem as full-time employed men<sup>3</sup>

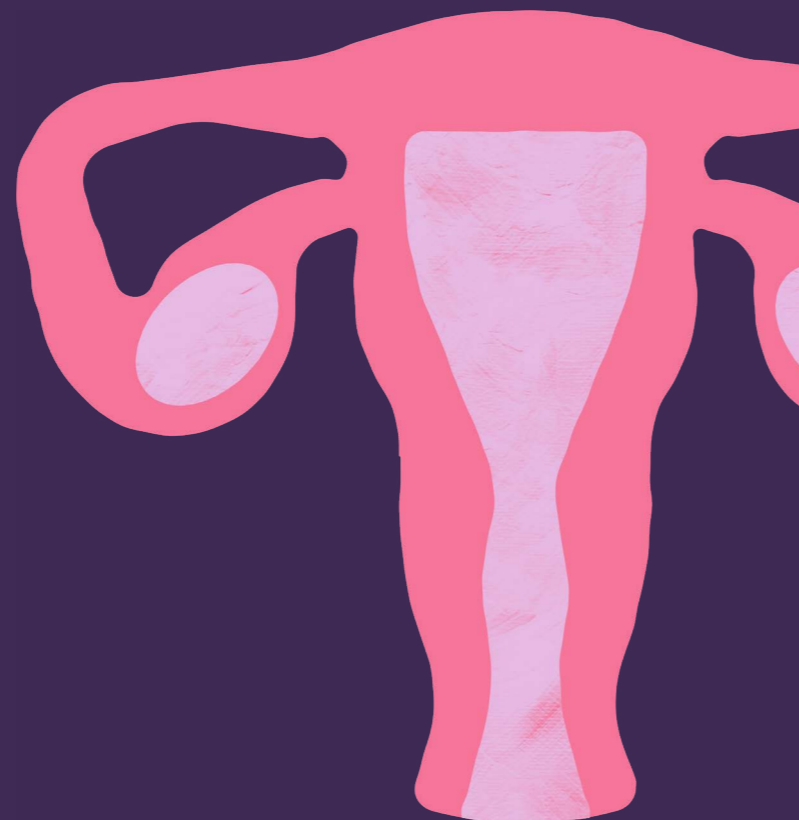
**65%**

of working-age women turn to Google as their primary source for help with health concerns<sup>1</sup>

**85%**

of employers already address or plan to address women's health as part of their wellbeing strategy<sup>7</sup>

## Are you one of them?



<sup>1</sup> Study of 200+ female employees by Peppy, 2022

<sup>2</sup> <https://pubmed.ncbi.nlm.nih.gov/26853831/>

<sup>3</sup> Mental health and wellbeing in England: Adult Psychiatric Morbidity Survey 2014

<sup>4</sup> REBA Employee Wellbeing Research 2021



## And how is it impacting your business?

### Absence and sickness

**23%**

of women have taken time off work because of their period in the last 6 months<sup>5</sup>

### Attrition

**31%**

have reduced their working hours as a result of having endometriosis. 27% have had to change or leave their job<sup>6</sup>

### Engagement

**Just over 1 in 3**

feel comfortable talking about health issues with their workplace<sup>7</sup>

### Gender diversity

**25%**

said a women's health issue or condition had affected their opportunities for promotion<sup>7</sup>

## About the author

Francesca Steyn is the Director of Fertility and Women's Health services at Peppy and Chair of the Royal College of Nursing Fertility Nurses Forum. She and her team of women's health experts deliver specialist support to thousands of employees on the Peppy app.

<sup>5</sup> <https://www.bupa.co.uk/business/news-and-information/female-health-and-employment>

<sup>6</sup> <https://www.endometriosis-uk.org/appg-release-new-report-endometriosis>

<sup>7</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/104321/results-of-the-womens-health-lets-talk-about-it-survey.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/104321/results-of-the-womens-health-lets-talk-about-it-survey.pdf)





# 5 ways women's health is impacting your business



## Periods and menstrual health

Around 80% of women experience period pain at some stage<sup>1</sup>

- From short-term sickness leave, to long-term absence, to staff engagement and productivity – menstruation is more than just an issue for employees' health and wellbeing, it affects business too.
- Almost a quarter of women have taken time off work because of their period in the last 6 months<sup>2</sup>

**Reminder:** Not all women have periods and not all who have periods are women

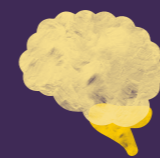


## Gynaecological conditions – endometriosis and PCOS

1 in 10 women are affected by Endometriosis and PCOS

- Endometriosis can cause extreme pain, heavy bleeding and sometimes fertility issues.
- Polycystic Ovary Syndrome (PCOS) is a common condition that affects how a woman's ovaries work. This can cause a range of symptoms including irregular periods, weight gain and in some cases, infertility.
- Endometriosis and PCOS are common and often debilitating on the individual and the knock-on effect on the workplace can be significant. These conditions can mean individuals are subject to invasive exploratory surgery and treatment using laparoscopy.

**Tip:** The first step to address these issues is to start the conversation. Raise awareness around periods and the conditions that may affect them with all-staff training modules, Lunch & Learns and resources to normalise the topic



## Mental health

Women in full-time employment are nearly twice as likely to have a common mental health problem as men<sup>3</sup>

- Poor mental health has a severe impact on employers – including increased staff turnover, sickness absence due to debilitating depression, burnout and exhaustion, decreased motivation and lost productivity.

**Tip:** Give colleagues the right tools to help access the support they need. Tools can range from educational materials and training to personalised health support



## Sleep

Up to 40% more likely to suffer from insomnia than men<sup>4</sup>

- Insomnia is a common sleep disorder that can make it hard to fall asleep, hard to stay asleep. Women often face distinct challenges to quality sleep as a result of biological factors such as menopause or social and cultural norms.
- Insomnia compromises productivity, leading to missed days at work and low performance while at work.

**Tip:** Encourage sleep and recovery: Ask employees what will help them and encourage them to take the lead on implementing change



## Eating disorders

Over 15% of UK adult women have an eating disorder<sup>5</sup>

- Eating disorders negatively impact health, emotions and ability to function in important areas of life, including performance at work. The most common eating disorders are anorexia, bulimia and binge eating.

**Tip:** Flexible working allows colleagues to take breaks when needed and attend any appointments

1 <https://www.womens-health-concern.org/help-and-advice/factsheets/period-pain/>  
 2 <https://www.bupa.co.uk/business/news-and-information/female-health-and-employment>  
 3 <https://www.mentalhealth.org.uk/explore-mental-health/mental-health-statistics/mental-health-work-statistics>  
 4 <https://pubmed.ncbi.nlm.nih.gov/26833831/>  
 5 <https://weightmatters.co.uk/2019/07/30/15-uk-adult-women-eating-disorder-research-2017>



# 6 simple steps for HR and benefits professionals

Take action today to support your colleagues and boost your employer brand

## 1 Training and Education

Make sure managers have access to high quality information and resources about women's health so they understand common issues and know how to support their team members.

## 2 Appoint women's health champions

Encourage open conversations about women's health by appointing women's health champions who are comfortable talking about their own experiences in the workplace.

## 3 Introduce inclusive health benefits

Make sure your employee benefits package includes solutions that support women's health issues like periods, gynae problems and menopause. Consider introducing digital benefits that allow colleagues to access support remotely and anonymously.

**Reminder:** Women's health issues can impact non-binary and trans people too, so ensure your benefits include LGBTQ+ people

## 5 Encourage flexible working

If possible, allow colleagues to work flexibly to make it easier for employees to attend appointments or manage symptoms without fear of judgement or embarrassment.

## 4 Provide free products

Offering free pads and tampons in office bathrooms is a simple way to break down the taboo around periods and offer practical support.

**Reminder:** Not all women have periods and not all who have periods are women, so make sure to leave some in both bathrooms

## 6 Encourage regular breaks

Senior-level women are significantly more likely than men at the same level to feel burned out and struggle with mental health issues like stress. Make sure support is available to those who work long hours or shift patterns by opting for a digital healthcare service.

Just over

# 1 in 3

feel comfortable talking about health issues with their workplace



# 73%

of employers already provide or plan to introduce a dedicated app to support employee mental wellbeing

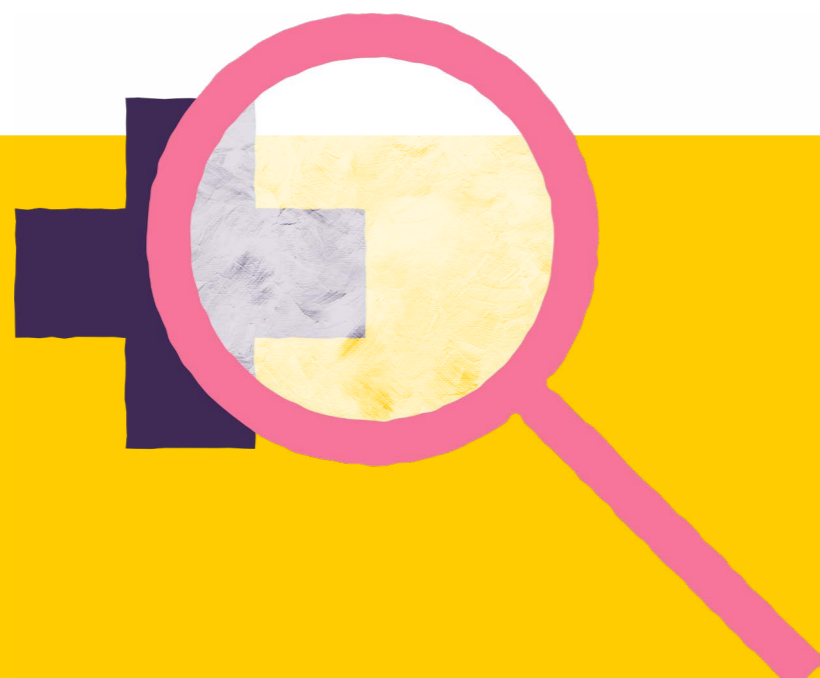
# What's the solution?

## Personalised women's health support for your people

Give your workforce personalised, highly-accessible support for women's health at the touch of a button, on the Peppy app.

### Areas of women's health supported by Peppy

- |                        |                      |
|------------------------|----------------------|
| Abortion               | Menopause            |
| Alcoholism             | Mental health        |
| Bladder issues         | Miscarriage          |
| Body image             | Nutrition            |
| Breast care            | PCOS                 |
| Cervical health        | PMS                  |
| Contraception          | Pregnancy            |
| Domestic abuse         | Reproductive cycle   |
| Eating disorders       | Sexual confidence    |
| Endometriosis          | Sleep                |
| Early parenthood       | STIs                 |
| Fertility              | UTIs                 |
| Fitness                | Vaginal health       |
| Gynaecological cancers | Weight management    |
| Menstruation           | <b>And much more</b> |



# Access unlimited, confidential support from human experts



One-to-one virtual consultations



Group chat and support



Videos, articles and audios



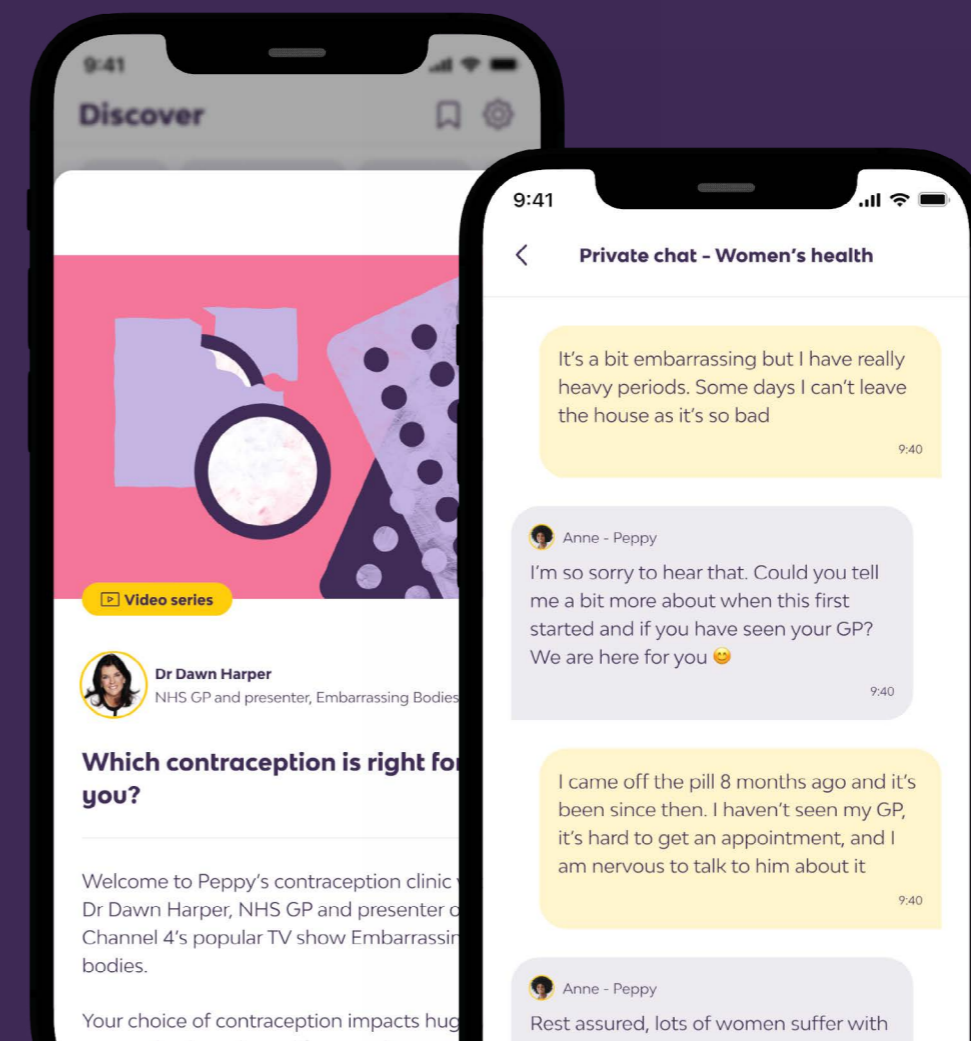
One-to-one chat with an expert



Events with expert speakers



Mental wellbeing support



# Leading employers support their people with Peppy



**“The best employees are going to go where the best benefits and support are. With Peppy, we’re able to reach employees who would not otherwise get that support.”**



**Anna Cotgreave**

Reward and Employee Benefits Manager  
Clifford Chance



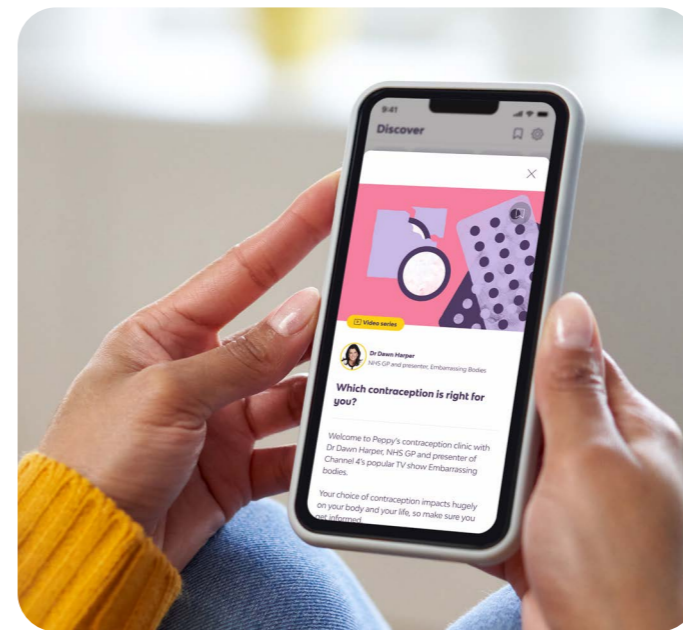
## About Peppy

Peppy is a health app that supports under-served areas of healthcare by connecting employees to human experts.

These include menopause, fertility, men’s health, women’s health and baby.

Through Peppy, employees can access one-to-one private chat and consultations with experts plus a wealth of expert-created content including events, articles, videos and audio toolkits.

Over 250 employers are transforming their business by giving their people the information and personalised support they need, with Peppy.



**Find out how Peppy can support your people and transform your business**

**Talk to our team**