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Links, tips and resources shared during our 2nd March 2023 webinar

“Closing the Gender Health Gap: Addressing women's health at work”

Responses to the warm-up poll question:

“What measures do you have in place in your workplace that will help to close the gender health gap in 2023 and beyond?”

A women's network	46%
Menopause support	61%
Financial wellbeing support	63%
Fertility support	19%
Other	9%
None	9%

Other measures in place mentioned in the chat:

- A women's leadership programme
- A reverse mentoring programme

Links:

Here's a link to Sarah Graham's book: <https://www.amazon.co.uk/Rebel-Bodies-gender-health-revolution/dp/1399401114/>

Here's a link to the Government's Women's Health Strategy: <https://www.gov.uk/government/publications/womens-health-strategy-for-england/womens-health-strategy-for-england#health-in-the-workplace>

Link to the study which Fran references from the Equalities Commission: <https://committees.parliament.uk/publications/2691/documents/26657/default/>

Link to more info about the NICE Guidelines around Fertility:
<https://www.nice.org.uk/search?q=Fertility>

Here's a link to Fertility Network UK Website: <https://fertilitynetworkuk.org/>

In response to our question for the audience: "Does anyone in the audience have tips on how to support males to understand women's health better? Do you invite men to join your women's networks?"

We have male colleagues in our women's network, including 2 male committee members and they are great advocates.

We have seen a big increase in colleagues giving honest reasons for their absence now that we are trying to normalise women's health conversations. We have also promoted it as it's 'not just a women's problem' too - we have seen a lot more engagement from men at our internal events.

We encourage men to be allies to our women's network and involve them in events. This welcomes them into the conversations and normalises men's involvement (as Lauren touched on).

Building on the previous comment and based on our own recent research, we're in the process of developing a proactive, workplace "What Men Should Know About Women's Health" programme, to enable men to feel more knowledgeable - and thus better equipped - to be supportive of female partners and colleagues. (We also found there is a genuine interest from men for this type of insight.) The initial momentum came from a collaboration with the UCL's Institute for Women's Health.

We use menopause cafes they are really good opportunities to talk - getting male allies involved too - recommend it to spread awareness in an informal setting.

In response to our question for the audience: Do you think that the level of flexibility that Sarah is advocating is realistic in your work environment?

We have a 'where we work', 'when we work' and 'flexible working' policies in place.

Building on Fran's comments, I think that trust issue is really key. I talk a lot in my work about women not being trusted to report their symptoms and experiences by doctors and other healthcare professionals, but also really important is that employers need to trust employees. That means trusting that they know their own bodies and health needs best, and trusting them to manage their workloads flexibly around whatever their individual circumstances are. Basically, just treating people like responsible adults!

We don't have enough initiatives like this in South Africa, all this sounds incredible.

In response to question about whether employers are supporting employees with IVF?:

Yes, if you would like to chat more about this or any other service that Peppy offers, feel free to connect with Catrin Smith @ <https://www.linkedin.com/in/catrin-smith-56824814b/>

Thank yous

Thank you all - very interesting

This was really helpful today - thank you all. I'm going to take this back to my HR team to discuss. We already have some wellbeing policies in place but the aim to train more male managers to understand women's problems is paramount!

Amazing stuff. Thanks everyone!

Very interesting and informative session

Thank you, going to start the work!

Great thank you so much - first time attending but I will be back

Thanks great session