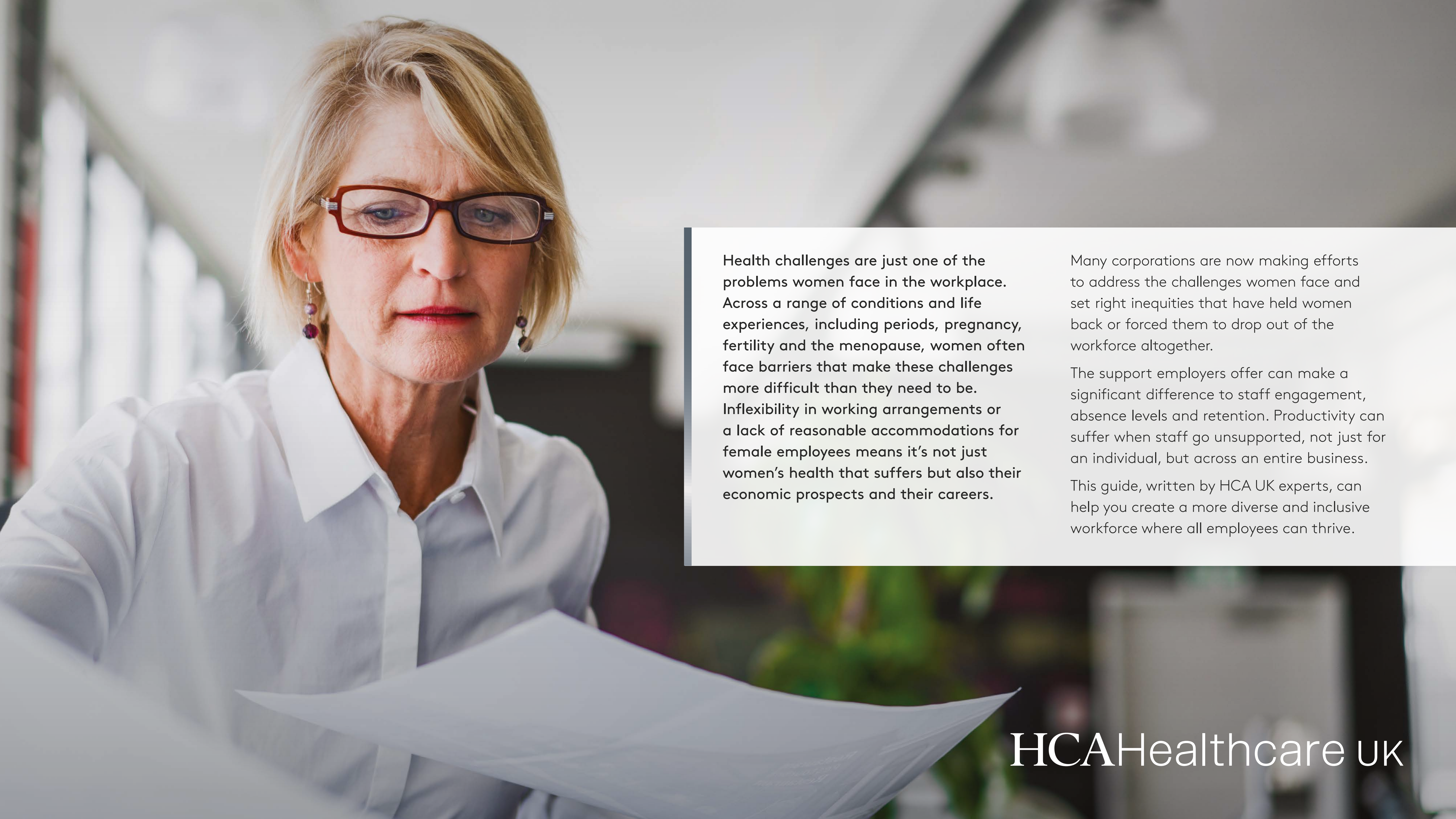




**WOMEN'S HEALTH**  
IN THE WORKPLACE

HCA Healthcare uk



Health challenges are just one of the problems women face in the workplace. Across a range of conditions and life experiences, including periods, pregnancy, fertility and the menopause, women often face barriers that make these challenges more difficult than they need to be. Inflexibility in working arrangements or a lack of reasonable accommodations for female employees means it's not just women's health that suffers but also their economic prospects and their careers.

Many corporations are now making efforts to address the challenges women face and set right inequities that have held women back or forced them to drop out of the workforce altogether.

The support employers offer can make a significant difference to staff engagement, absence levels and retention. Productivity can suffer when staff go unsupported, not just for an individual, but across an entire business.

This guide, written by HCA UK experts, can help you create a more diverse and inclusive workforce where all employees can thrive.

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# CANCER RESOURCES

In the UK there are around 182,000 new cancer cases in women each year, with almost 7,500 women being diagnosed with ovarian cancer and around 1 in 7 women developing breast cancer in their lifetime.\*

For many, a diagnosis can create workplace related limitations that can and should be reasonably adjusted by an employer. With discrimination still an issue for working women, access to the right resources can help maintain good working relationships during and after treatment. Making the decision to take leave or stop work altogether after a cancer diagnosis can be a difficult decision, particularly when finances are already strained. Some women may continue working due to fear of losing benefits like private healthcare, or simply to focus on something other than treatment.



**Around 1 in 7 women**  
will develop breast  
cancer in their lifetime\*

Almost  
**7,500**  
women are diagnosed with  
ovarian cancer each year



Here are some resources on cancer care to share with your employees:

OVARIAN CANCER  
RISK FACTORS

GYNAECOLOGICAL  
CANCER

CERVICAL CANCER  
PREVENTION

BREAST CANCER

CANCER STATISTICS\*



## MENOPAUSE RESOURCES

Menopause is a natural part of ageing with onset usually occurring between the ages of 45 and 55, but it can sometimes happen earlier. The severity of symptoms can range from person to person, but typically women have reported that menopause and perimenopause can cause symptoms like anxiety, mood swings, brain fog, hot flushes and irregular periods.

Navigating menopause, particularly within the workplace, can be a challenge. A survey of women found 34% of respondents were embarrassed to talk about their symptoms with their employer, with other findings estimating nearly one million women have left their job because of the menopause.\*

Menopause is not just a women's issue, but an organisational one. With women making up nearly half the workforce in the UK, managers should know how to support their staff and signpost them to the appropriate support channels.

Here are some resources on the menopause to share with your employees:

WHAT ARE THE SYMPTOMS?

AN OPEN LETTER

MENOPAUSE TOOLKIT

WRITTEN EVIDENCE\*

# ENDOMETRIOSIS AND PCOS RESOURCES

**Women experiencing reproductive or gynaecological conditions such as endometriosis and PCOS often find it difficult to discuss their health needs with employers.**

A study by Bloody Good Period found that 89% of women have said they have experienced anxiety or stress in the workplace due to their period, and a quarter believe that taking time off because of menstrual health issues has impacted their career progression.\* Furthermore, 57% of responders to a survey conducted by Women's Health magazine found women who struggle with a hormonal or gynaecological concern believe it has harmed their career.\*\*

With research showing women still face employment issues related to female health conditions, it is more important than ever to have healthy, open discussions and provide the proper resources to educate and inform on the topic of reproductive and gynecological conditions.



Here are some resources on endometriosis and PCOS to share with your employees:

TIPS ON MANAGING  
ENDOMETRIOSIS

ENDOMETRIOSIS  
Q&A

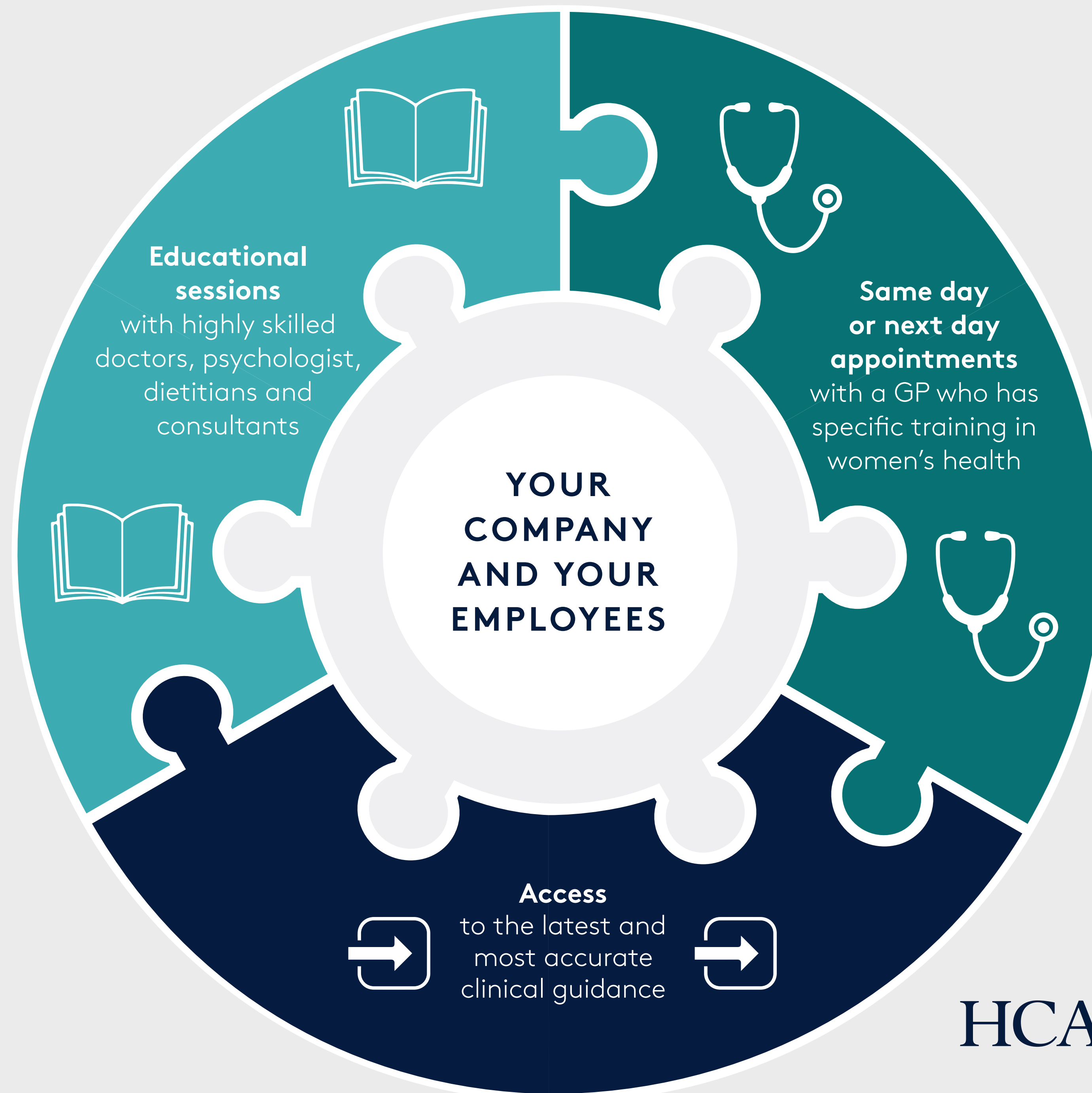
POLYCYSTIC  
OVARIES

WOMENS HEALTH  
AT WORK MATTERS\*\*

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## HOW WE CAN HELP?

HCA UK are proud to offer support to our corporate clients so you, in turn, can support your employees. We offer a range of resources to educate and guide employers, and offer access for employees to expert medical care.



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