



# ERIKA YEE

## CONTRACTS & PARTNERSHIPS MANAGER

In November I was very pleased to attend the 'Call to Action by AXA Health with Bloody Good Period', at the Houses of Parliament. The purpose of the event was to call out to the UK Government to recognise women's pain and normalisation of absorbing pain, encouraging and supporting companies with over 250 employees to implement menstruation, menopause, and fertility plans. With research showing that "last year... neglecting women's health at work costs the UK economy a shocking £20.2bn a year."

It was inspiring to be in a room full of advocates for women in the workforce, networking with fellow charities, Parliamentary ministers and like-minded businesses. The energy in the room was very positive and powerful; to educate and create impact, implementing change at a governmental level.

To affect change in workplaces, I believe something as simple as inclusive education is imperative to open up more awkward conversations (particularly with male managers or seniors), regarding female health issues, including menstruation, fertility and menopause. Mandated workplace education removes shame and stigma, stimulating a more inclusive working environment.

When combined with free period product provision (be that disposables in the office bathrooms, or reusables as part of workwear for field or frontline workers), these are small gestures from businesses' to acknowledge and understand that women's experience in the workplace is different than men's, and as such there are measures in place to accommodate. With the overarching aim to encourage a more diverse and inclusive workforce, and afford women the opportunity to stay in work as long as they choose.

I am over the moon that this conversation made it to the platform of the Houses of Parliament and to know there are strong voices within Parliament that are advocating for this change to be implemented. I am excited to see how things develop over 2025 and hopefully, Hey Girls can be a champion of the change regarding women's health in the workplace!

can you believe it...

**£20.2**

billion!

the cost of neglecting women's health at work for the UK economy last year.

significant impact...

**79%**

of women aged 40-60 said they were less able to concentrate at work due to menopause symptoms.

the need is there...

**92%**

agree that free period products at work create a more supportive and inclusive environment.

### WANT TO CHAMPION CHANGE TOO?

Support your staff with workplace menstruation & menopause policies, covering leave, flexible work, and free products. Some actions are now in the UK Government's Employment Rights Bill, scan to read.

Push for change by getting period dignity on your MP's agenda so they can lobby for change at national government level. Scan to find your local MP and email them a link to our website for a summary of why period dignity at work matters.



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