



Women's Staff Network Bulletin

July – September 2022

News

[Fighting for rights for workers undergoing fertility treatment](#)

BBC News, July 2022

Claire Ingle began campaigning for more workplace rights for women undergoing fertility treatment, after having her first baby at the age of 41. She endured several cycles of in vitro fertilisation (IVF) treatment and says she found it almost impossible to manage the emotional toll alongside her work.

[Women's health: Mandatory training for all new doctors](#)

BBC News, July 2022

Doctors in England will be given mandatory training to better treat female medical conditions under wider plans to improve women's health.

[Campaign highlights sexism and misogyny in healthcare](#)

BMJ, July 2022

A campaign has drawn attention to the sexism, harassment and misogynistic comments many female healthcare workers have had to endure. For more information see [Surviving in Scrubs](#).

[Gender pensions gap: half of women expect to work past retirement age](#)

Personnel Today, May 2022

Half of women aged 45 and over fear they will have to continue working beyond state retirement age to make ends meet, according to survey findings that highlight the impact motherhood has on the gender pension gap.

[Lack of flexibility pushes half of women to consider leaving job](#)

Personnel Today, May 2022

More than half (52%) of women say a lack of flexibility at work has pushed them to leave or consider leaving a job, according to research that highlights how a perceived lack of flexibility can hinder women's careers.

[Maternity leave: Cost of living crisis highlights need for support](#)

Personnel Today, May 2022



Library and Knowledge Services

Many pregnant employees or new mothers will be worried about the rising cost of living and economic pressures that may force organisations to make job cuts. Sarah King highlights how employers can support them during and after their maternity leave.

[MP seeks legal protections for employees undergoing fertility treatment](#)

Personnel Today, May 2022

Employees undergoing fertility treatment could be given new legal protections against discrimination if a private members' bill expected to be tabled shortly is taken forward.

Guidelines, Policies and Reports

British Medical Association

[Challenging the culture on menopause for working doctors](#)

We surveyed our members to understand specific challenges for doctors working through the menopause. This report looks at the experiences of doctors and areas of action which could support doctors during this time.

Department for Work and Pensions

[Menopause and the workplace: how to enable fulfilling working lives – UK government response to the independent report](#)

The independent report was published on 25 November 2021 and contains ten recommendations aimed at bringing about comprehensive change and support for those experiencing the menopause, in key areas of Government policy, employer practice, and wider societal and financial change. This document responds to each recommendation in turn.

Department of Health and Social Care

[Women's Health Strategy for England](#)

This document sets out the government's 10-year strategy for women's health in England. It details the government's ambitions over the next 10 years, and actions we are taking now to improve the health and wellbeing of women and girls in England.

The Fawcett Society

[Menopause and the workplace](#)

Our report, Menopause and the Workplace delves into women's experiences at work and is the largest representative survey of menopausal women conducted in the UK.



International Labour Organization

[The gender pay gap in the health and care sector: a global analysis in the time of Covid-19](#)

COVID-19 has shone a light on the critical importance of health and care workers, who were applauded and celebrated. It also laid bare the extent of inequalities workers in this highly feminized sector have been facing for decades. Notable among these inequalities is a Gender Pay Gap. It is for this reason that the International Labour Organization and the World Health Organization co-developed the first ever global sectoral gender pay gap report.

Race Equality Matters

[Where Are Our Black Female Role Models? The Lionesses, Diversity And The Workplace](#)

Ethnic minority women continue to be underrepresented in senior leadership positions across organisations, creating a lack of black female role models. The University of Manchester and Lancaster University conducted research that identified a “concrete ceiling” into senior leadership positions that is “almost impenetrable” for Black professional women. The Women in the Workplace 2021 report, based on 65,000 US employees, found that just 9% of corporate senior manager/director positions were filled by women of colour and promotions were 15% lower for women of colour than white men. Forbes in 2022 also stated that only 4.4% of Black female employees are in managerial roles in the US. The evidence is clear: ethnic minority women systematically lack access to senior leadership positions in the workplace.

Published research

[Menopause and Work: A Narrative Literature Review About Menopause, Work and Health](#)

Work, Jan. 2022, p. 483 – 496

This narrative literature study aims to provide an insight in the state of the art in the literature about the relationship between menopause, work and health and to identify knowledge gaps as input for further research.

Training

The King’s Fund

[The Circles programme: leadership development for women](#)

The re-imagined and re-designed Circles programme places accessibility and community at the centre and seeks to work with women at all stages of their career across the NHS, local government and the voluntary, community and social enterprise sector. In particular, it will embrace difference and provide a platform for women from minoritised groups under-represented in leadership roles.



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We can provide training on how to search healthcare databases and resources as well as showing you how to appraise the information that you find:
<https://www.nhslincslibrary.uk/training/>

Online Resources

BMJ Best Practice is a clinical decision support tool that provides step-by-step guidance on diagnosis, prognosis, treatment and prevention of a wide variety of conditions:
<https://bestpractice.bmj.com/oafed>

ClinicalKey is a database which supports healthcare professionals by providing access to the latest evidence across specialties: <https://www.clinicalkey.com/>