

Alison McGovern MP  
Department for Work and Pensions  
Caxton House  
Tothill Street  
London SW1H 9NA

March 2025

Dear Alison McGovern,

### **Women's and reproductive health in the workplace**

We are writing to you about the need for Government action to help women thrive in the workplace through better support of their health or reproductive challenges, which not only affect their wellbeing but holds back economic growth.

Many women drop out of the workforce or are held back from career development due to health or reproductive issues, such as menopause transition, fertility challenges, pregnancy and baby loss, and musculoskeletal disorders and mental health issues which disproportionately affect women. Yet this is not inevitable and much can be done to improve support for women in the workplace, increasing economic participation as well as reducing gender inequality.

The NHS Confederation report, [\*Women's Health Economics: investing in the 51%\*](#), highlights the significant economic impact of neglecting women's health. It highlights that inadequate support for conditions like menopause, endometriosis, and severe period pain costs the UK economy nearly £11 billion annually and unemployment due to menopause symptoms alone results in a £1.5 billion annual loss, with around 60,000 women affected.

However, with supportive employer policies, appropriate healthcare and better societal awareness many of the problems can be tackled, keeping more women in productive work in which they can thrive and progress.

We, the undersigned, are committed to playing our part in this mission and ask you to take action by:

1. **Launching a review of women's and reproductive health in the workplace** to identify the economic opportunities for strengthening support, guidance and enforcement of current regulations, followed by an action plan;
2. **Initiating a high-profile campaign to motivate and give confidence to employers** to develop working environments that provide understanding, flexibility and occupational health support for women's health issues across the life course; and
3. **Widening access to occupational health services for those in and out of work** to support people to remain in, or return to, appropriate work in which they can manage their health conditions.

These actions would help to increase the economic participation of women and further the Government's ambitious growth agenda and 80% employment target, opening up new opportunities for women so they can manage their work and health and thrive in the workplace.

We would be delighted to meet with you to discuss this further and look forward to hearing from you.

Yours sincerely,

[names of Parliamentarians, logos of organisations]