



Women's Health in the Workplace:

A predictor of career potential

Meet the speakers



Helen Tomlinson

Head of Talent&Inclusion
The Adecco Group UK&I



Camila Carvalho

ED&I Consultant
The Adecco Group UK&I



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Agenda:

- 1** **Playing to Lead: The Importance of Girls in Sport.**
An act of self-care and well-being.
- 2** **From the Field to the Boardroom: How Girls in Sport Shape Women in Leadership.**
A career predictor.
- 3** **Building Champions: How to Support Women's Health in the Workplace.**
An intervention to retain women at work.



A group of young girls in white soccer uniforms are running on a grassy field. They are wearing white jerseys with blue accents and white shorts. Some are wearing blue socks and black shoes. In the background, several adults are watching and cheering. The scene is outdoors with trees and a building in the distance. The image has a semi-transparent dark overlay.

1

The earlier we encourage girls to have an active lifestyle, the higher the chances they will prioritize well-being and self-care in their future careers.

By age 7

girls are already less active than boys and this disparity widens as they move from childhood into adolescence.

18% of girls

report no barriers to participation in sports vs. 41% of boys

Playing to Lead:

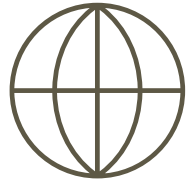
The importance of girls in sport

- Getting girls active at an early age and ensuring they have positive experiences in and through physical activity and sport is key to lifelong participation.
- Engaging girls in positive activity and leadership opportunities has the potential to enhance their health, wellbeing and individual development.
- It also has the potential to build a community of inspirational and aspirational women who are advocates for active lifestyles and accessible role models for their peers.



Why is this a business imperative?

Women are leaving their jobs at record rates*



Mainly because of health and well-being reasons, such as:

- Poor Work-life balance
- Stress and burnout
- Lack of support on health needs

Therefore, by encouraging women to have an active lifestyle since an early stage, we normalize the importance of self-care and well-being throughout their life and their careers.

“Gender equality at work cannot happen without gender equality in society — and sport is a powerful way to advance women in society.”

Thomas Bach

President, International Olympic Committee (IOC)



*Source: McKinsey



2

By getting girls active at an early stage and supporting their endeavours, we create a more inclusive and healthier corporate landscape for future women in C-level positions.

From the Field to the Boardroom: How Girls in Sport Shape Women in Leadership



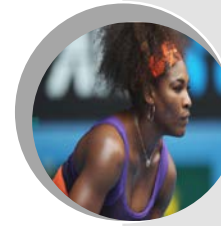
Developing skills

Besides good health, the benefits of sport include **social, emotional and moral competencies**, as well as resilience, a sense of teamwork and the ability to connect with a community.



Breaking Gender Stereotypes

The participation of women and girls in sport **challenges gender stereotypes** and discrimination, and can therefore be a vehicle to promote gender equality.



Building a Leadership profile

In addition to the strong work ethic, women athletes have a unique advantage: **they thrive on competition and are results-driven.**



Sport backgrounds help C-suite leaders succeed



94%

Of women in the C-suite played sport.



61%

Of C-suite women believe sporting involvement has contributed to their own career success.



77%

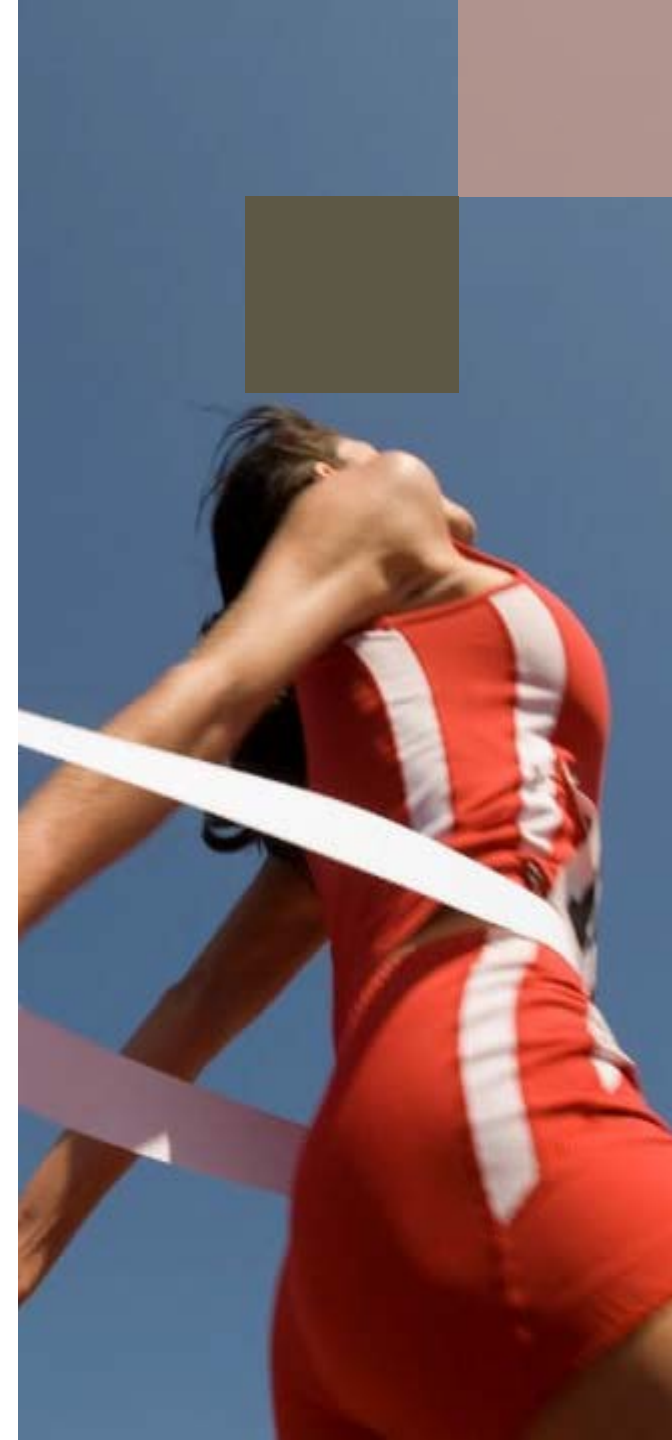
Of C-suite women think that women who played sport make good employees.



+7%

Higher annual salaries of former athletes vs. non-athletes

Source: EY



Impact on business

80%

Of Fortune 500 female executives have played sports in their earlier years.

Goal-oriented mindset
and critical thinking

Strong sense of justice and conflict
management skills

Better resilience and overall emotional
well-being

Initiative, motivation and self-
management skills

Opportunities to give and receive
feedback

A woman with short dark hair, wearing a white blazer and skirt, is speaking to a group of people in a meeting room. She is gesturing with her hands. The background shows large windows with greenery outside. The image has a blue tint.

3

Not having a women's health strategy might put your organisation at risk by losing the benefits of an active female workforce.

Doing nothing is hurting your business

Encourage your female workforce to take up and keep up an active lifestyle.



54

Average age woman hits senior role in the Fortune 500 (c-suite, -1 & -2)



30%

Of women said they were less active during menopause



1 in 5

Women aged between 41 and 60 exercise for an average of **less** than 30 minutes per week

Menopause at the workplace



Six in ten



menopausal women say it's had a negative impact on their job.

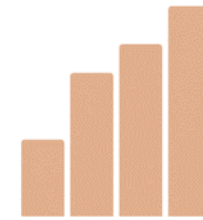
One in five



women have left a job because of the menopause.

14 million days lost

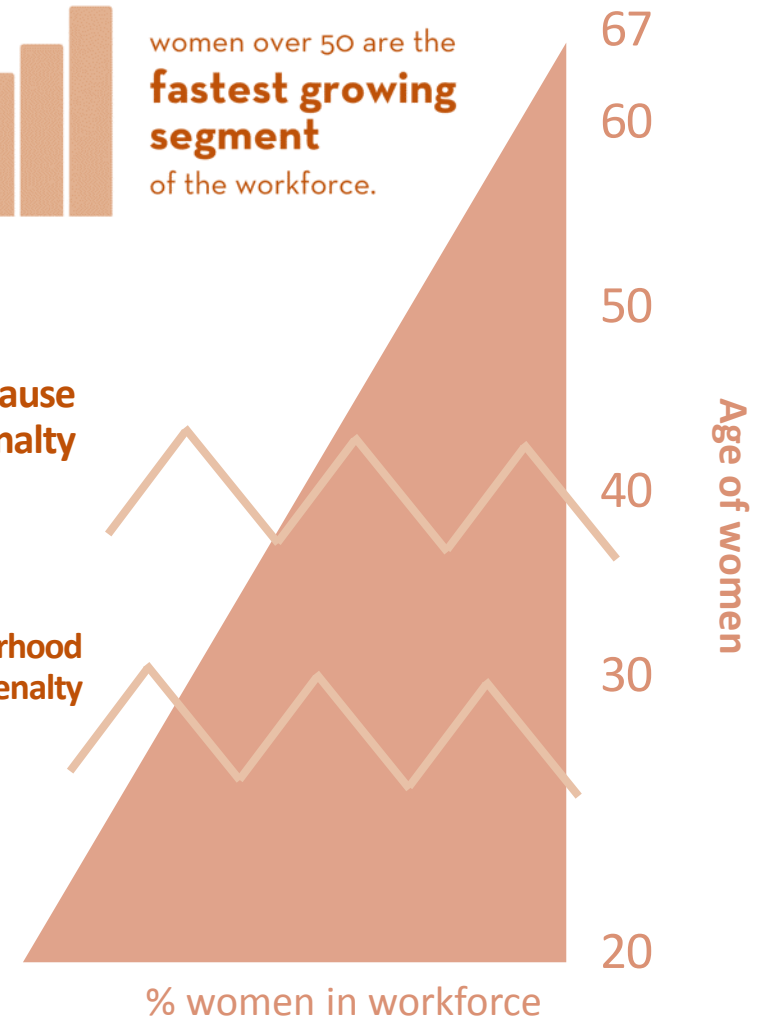
in the UK due to the menopause and perimenopause.



women over 50 are the **fastest growing segment** of the workforce.

The menopause penalty

The motherhood penalty




It's never too late!

Interventions:

- Workplace Adjustments
- Sports: Football/netball leagues
- Wellness challenges
- Community engagement: Win4Youth
- Employee Assistance Programmes
- Well-being benefits



A close-up photograph of a young woman with dark hair in braids, smiling broadly. She is wearing a dark athletic top and has a gold medal with a red, white, and blue ribbon around her neck. The background is blurred, showing other people in athletic wear. The text 'Q&A' is overlaid in white on the center of the image.

Q&A

Thank you!



Camila Carvalho

EDI Consultant at The Adecco Group UK&I |
Project coordinator at Gerando Falcoes Intern...



Helen Tomlinson

Head of Talent & Inclusion / Government
Menopause Employment Champion

