



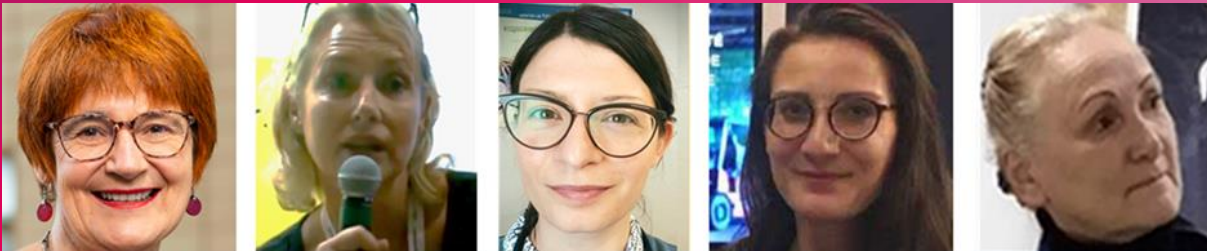
Entreprises et Santé

Avenir de la relation au travail



9 octobre 2024 11h00-12h15

6^e UX-Forum[®] Femmes et Santé Globale au Travail



Encore du chemin à faire !

UX
FORUM[®]



Avec :
Florence Chappert, Anact,
Dr Magali Briane, Clinique MonRepos, Groupe Ramsay
Anaïs Schoreel, Japet Médical,
Carolina Beretta, Agemetra
Anne Marie de Vaivre, Cercle Entreprises et Santé

6^e UX-Forum® Femmes et Santé Globale au Travail



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Entreprises et Santé

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**Club
Interne**



**Rayonnement
Réseaux**

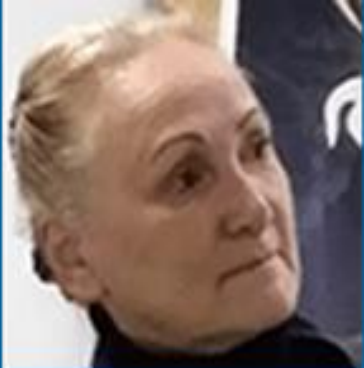


Think-tank / Do-tank indépendant, d'intérêt général, dédié à la santé au travail, à l'avenir de la relation au travail et à la Responsabilité Sociétale en action.

Créé en 2006, le Cercle réunit tous les mois des entreprises et organisations aux programmes préfigurants.

Ouvert aux entreprises, collectivité & organisations professionnelles.

www.cercle-es.com



Anne-Marie de Vaivre
Cercle E & S

Anne-Marie de Vaivre Cercle Entreprises et Santé - UX-Forum®

**CER
CLE** Entreprises et Santé
Avenir de la relation au travail

Cercle E&S, nos lignes de fond :

**Santé Globale
et Travail**

**Evolution de la
relation au travail**

Innovation

**Intérêt
général**

Performance

www.cercle-es.com



6^e UX-Forum[®] Femmes et Santé Globale au Travail

Les précédents **Ux-Forum[®]'Femmes** et Santé Globale au Travail .. ' :

- 'Miroir' : femmes dirigeantes/ responsables HSE & Santé témoignent sur l'enjeu / les spécificités F
- 'Innovation' : femmes et Exosquelettes
- 'Data' : quelles données ST précises et objectives ?
- Secteur Logistique .. Pénuries /Besoins en compétences
- Usure professionnelle et santé mentale
- *Et aussi, en approche Métiers ..aide à domicile ..*

Réalités et défis liés à la Santé des Femmes dans le monde professionnel : enjeu mondial

- 1. La croissance** (française / mondiale) de **l'emploi des femmes** dans tous les secteurs :
 - Dans secteurs traditionnellement masculins
 - ... et secteurs 'féminins' trop souvent occultés
- 2. Le manque d'indicateurs** genrés / sexués sur les risques professionnels ... **Data** et la santé au travail, (absentéisme, accidents du travail et maladies professionnelles, .. et al)
 - déficit d'analyses 'genrées' par secteurs ou pathologies
... cela malgré les orientations nationales et régionales (Plan National Santé Travail /PRST), et les obligations légales, depuis 2014 , d'établir chaque année un Document d'Évaluation des Risques 'genré'.
- 3. Les besoins spécifiques** des femmes au travail,
 - incluant les adaptations nécessaires autour des différences morphologiques ou physiologiques,
 - et les problématiques féminines de santé, grossesse, endométriose, ménopause

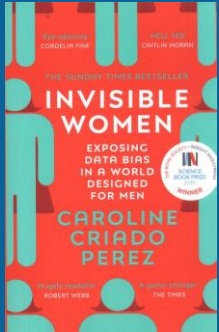
- [Rapport de l'Assemblée Nationale sur la Santé mentale des femmes \(R n°1522\)](#)
- [Rapport du Sénat sur la Santé des Femmes au travail 'des maux invisibles'](#)

Un monde du Travail

le plus souvent ‘ Designed by/for gender / man’ ..

- ✓ Les postes de travail et les équipements – y compris les équipements de protection individuels (EPI) – sont basés sur les références anthropométriques d’un ‘ homme moyen ‘.
- ✓ Les politiques publiques de prévention et de réparation des risques professionnels ont d’abord été pensées pour des **travailleurs masculins** et les risques liés aux **métiers masculins**.
- ✓ Les pathologies non-professionnelles ayant des conséquences sur l’activité professionnelle ne sont pas prises en compte sous le prisme du genre. ...

‘Work-world
designed for men’



- [Rapport de l’Assemblée Nationale sur la Santé mentale des femmes](#) (R n°1522)
- [Rapport du Sénat sur la Santé des Femmes au travail](#) ‘des maux invisibles’

Quid à l'International ?

DATA !!!



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Making labour statistics work for women: recent developments and the way ahead

In this blog, we highlight key developments which have greatly enhanced the visibility of women's work within labour statistics, and the relevance of labour statistics to women's work, making for a much more complete view of the world of work.

- March 4, 2024 [LFS](#), [Unpaid work](#), [Women](#)

This year's [International Women's Day](#) takes up the theme "Inspiring Inclusion". In this blog, we highlight an area where huge strides have been made in recent years to promote inclusiveness, reversing many decades of marginalisation and exclusion. The terms "statistics" and "inspiration" are seldom juxtaposed, but statistics have always been inspired by, and have inspired, priorities for social change. Historically, statistics occupied a key site of efforts to advance gender equity. In the last decade, these efforts have inspired real and meaningful change in *how* work is measured, *what* work is measured, and *whose* work is measured.

Promoting inclusiveness in *how* work is measured

In most countries of the world, nationally representative [labour force surveys \(LFS\)](#) are the main source of official labour statistics.

Historically, LFS excelled at capturing "standard" employment / working situations, with



- ... Evidence that women's work was prone to systematic omission and misclassification in official labour statistics steadily accumulated from the 1970's onwards.
- While there was some progress in the intervening years, efforts to improve the situation were given a major and unprecedented **boost in 2013, with the release of new international standards for labour statistics**

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U.S. BUREAU OF LABOR STATISTICS **BLS REPORTS**

April 2022 Report 1103

Women in the labor force: a databook



In 2021, 56.1 percent of all women participated in the labor force. This changed little from 2020 (56.2 percent) and is 1.3 percentage points lower than the rate in 2019, prior to the onset of the COVID-19 pandemic. Similarly, the labor force participation rate for men at 67.6 percent in 2021 changed little from the previous year (67.7 percent) and is 1.6 percentage points lower than the rate in 2019. Data for both groups continue to reflect the impact of the COVID-19 pandemic on the labor market in 2021.

The rapid rise in women's labor force participation was a major development in the labor market during the second half of the 20th century. Overall, women's labor force participation increased dramatically from the 1960s through the 1980s and slowed in the 1990s before peaking in 1999. Labor force participation among women then began to decline, which accelerated in the wake of the December 2007–June 2009 recession. Consequently, the 2021 participation rate for women is the lowest rate since 1987 and nearly 4 percentage points below its 1999 peak of 60.0 percent. The 2021 participation rate for men is the lowest in the history of the series and 19 percentage points below its 1948 peak of 86.6 percent. (Both series began in 1948.)

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McKinsey Health Institute

Closing the women's health gap: A \$1 trillion opportunity to improve lives and economies

January 17, 2024 | Report

By Kweilin Ellingrud, Lucy Pérez, Anouk Petersen, and Valentina Sartori

Investments addressing the women's health gap could add years to life and life to years—and potentially boost the global economy by \$1 trillion annually by 2040.



Systematically collect and analyze sex-, ethnicity-, and gender-specific data to have more accurate representation of women's health burden and the impact of different interventions

The prevalence of conditions such as endometriosis and menopause is underestimated, leading investors and life science companies to underestimate the market potential of these conditions and underinvest. By accurately assessing and reporting on the prevalence of such conditions, national health institutes and other authorities may direct additional funding to the research and treatment of these underserved conditions.

- Beyond epidemiological data, today's technology makes the systematic collection and analysis of sex-, race-, and gender-disaggregated data simpler at all stages of the R&D process. Life science companies could harness this capability to strengthen the collection, analysis, and reporting of disaggregated data at each stage of the process. This approach to data has the potential to enable life sciences companies to evaluate the safety and efficacy of their pipeline products more accurately, including by adjusting formulations and dosages. This could yield better health outcomes and a higher probability of success. To further encourage the shift toward disaggregated data, the Women's Health Innovation Opportunity Map 2023 proposes establishing sex as a biological variable.²⁶ This would enable national health departments and international health organizations to develop and enforce guidelines regarding disaggregation of data by sex and gender in research studies and health surveys.
- Biotech, medtech, and FemTech enterprises also have exciting opportunities related to AI and ML, which ensures that these models do not exacerbate existing biases or violate patient privacy rules. Developing robust, secure, and holistic data sets could enable companies to differentiate in an overcrowded marketplace.

LANCASHIRE BUSINESS VIEW
WOMEN'S HEALTH IN THE WORKPLACE; SOME SHOCKING STATISTICS

AdviceHealth and Wellbeing | Jacon Therapies Ltd

"Empower your workforce by prioritising women's health—healthier women mean a stronger, more productive workplace."

At **Halcyon Women's Health**, we witness a broad array of women's health issues in the workplace. From reproductive health to mental wellbeing, we have seen it all. While there have been significant advancements in healthcare over the years, women continue to face unique challenges that require focused attention and action. Halcyon Women's Health are here to help employers navigate these issues alongside their staff.

First, let me share with you some statistics about women's health that may make you stop and think. By

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GALLUP **Majority of U.S. Workplace Women Struggle to Prioritize Health**

Younger women overwhelmed and say mental health, time, money and work are barriers when caring for health overall

WELLBEING JULY 9, 2024

BY **SARAH FIORONI**

WASHINGTON, D.C. -- **Women in the U.S. -- particularly younger women -- are finding it tough to make their own health a top priority.**

More than six in 10 U.S. women (63%) say it is hard for them to do this. Majorities cite feeling overwhelmed, their mental or emotional health, caring for others before themselves, and work as the top barriers getting in the way.




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FORTUNE **Women are succeeding at work like never before, but it's ruining their mental health. How companies can better support them—and reduce turnover**

BY **SHERYL ESTRADA**
May 6, 2024 at 1:05 PM GMT+2

Fewer women are reporting that they felt supported by employers, according to new research.

Good morning. Although women are playing an increasingly larger role in the global workforce, a new survey by Deloitte—of some 5,000 women across 10 countries—finds that at least half of them reported higher stress levels than a year ago, and more took time off due to mental health reasons.





46 Diversity in the Workplace Statistics to Know (usa)

Stay on top of measuring diversity in your workplace with these statistics.



Written by [Bailey Reiners](#)



Image: Shutterstock
UPDATED BY
[Matthew Urwin](#) | Mar 29, 2024

Diversity and inclusion in the workplace are an important topics people teams and professionals.

Knowing a wide range of statistics related to [workplace diversity](#) and inclusion might help you and your team understand the complex nature of the topics. Using this knowledge, you can move toward [building a diverse and inclusive workforce](#) that will ultimately yield revenue and boost employee performance.

Discrimination and Sexual Harassment Remains Prevalent for Women at Work

Women are twice as likely as men to be [mistaken for someone more junior](#) and 1.5 times as likely to have their judgment questioned. Women also filed [over 78 percent](#) of sexual [harassment charges](#) received by the U.S. EEOC between 2018 and 2021.

10.6 Percent of Fortune 500 CEOs Are Women

As of January 2023, women make up 10.6 percent of the [CEO workforce at Fortune 500 companies](#). This led the amount of women CEOs in this area to total 53, which is the [highest it's ever been](#).

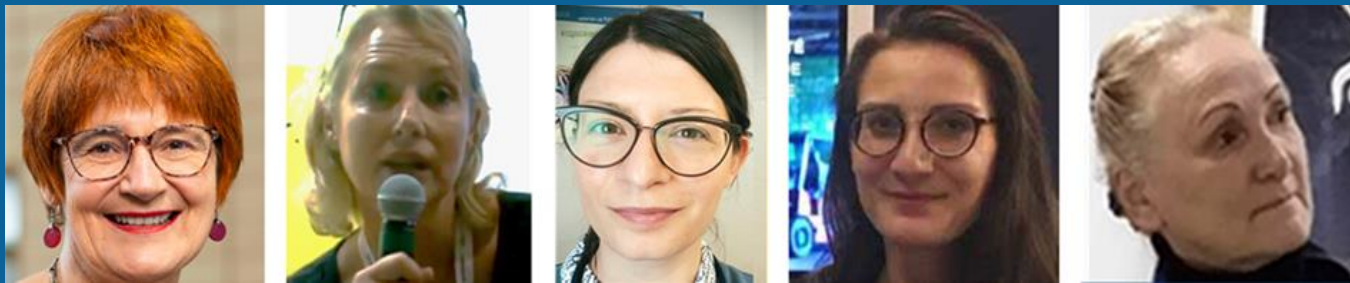
87 Women Are Promoted For Every 100 Men Promoted to Manager

Only 87 women, and 73 women of color, are promoted for [every 100 men promoted to manager](#). As a result, men significantly outnumber women in managerial positions.

Women Ask for Pay Raises at the Same Rate as Men, but Receive Them Less Often

Women [ask for pay raises](#) almost just as often as men at similar positions (at 11 percent for both) — but women receive them [about 7 percent less often](#) than men do.

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🎤 Avec :

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Florence Chappert

Pilote de la mission 'Egalité Intégrée' ANACT

Experte des questions Genre, égalité, santé et conditions de travail



Dr Carolina Beretta
Médecin du travail
co-actrice du PRST4, Région ARA
AGEMETRA





Sabrina BERRADA
Psychologue
Centre de prévention
Hôpital FOCH

Le Point

Souffrance psychique au travail :

les femmes deux fois plus concernées

Selon une étude de Santé publique France, 5,9 % des femmes éprouvent une souffrance psychique en lien avec le travail, contre 2,7 % des hommes.

Par [Nathan Tacchi](#) Publié le 05/03/2024 à 00h01



Les femmes sont deux fois plus touchées par la souffrance psychique liée au travail. © Andrea Piacquadio/Pexels

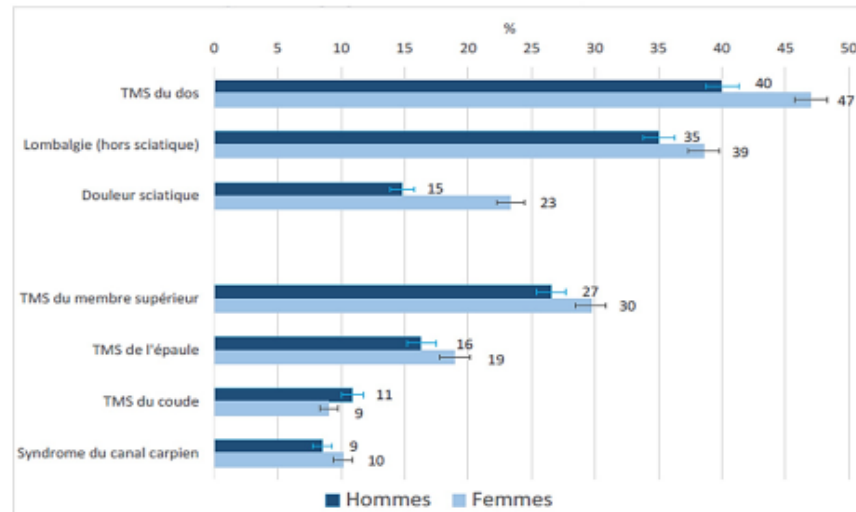
La santé mentale des travailleurs s'est très

fortement dégradée en une dizaine d'années. Pire, ce mardi 5 mars, à trois jours de la Journée internationale des droits des femmes, Santé publique France (SpF) révèle dans son bulletin épidémiologique hebdomadaire (BEH) que les femmes sont deux

3 femmes sur 5 et 1 homme sur 2 déclarent des douleurs liées aux TMS

Source : Baromètre de Santé publique France 2021

Prévalence des TMS du dos et des TMS du membre supérieur au cours des 12 derniers mois
(et intervalle de confiance à 95%) dans la population des 18/64 ans, au total et selon la localisation, par sexe





Anaïs Schoreel
Innovatrice,
spécialiste de l'intégration du facteur humain / et féminin
en Innovation et cobotique
Japet Medical

6^e UX-Forum® Femmes et Santé Globale au Travail

Échanges, questions, perspectives



6^e UX-Forum® Femmes et Santé Globale au Travail

Merci à nos intervenant.e.s et merci à toutes / tous !



Replay, supports et docs : lundi 14 octobre
www.cercle-es.com

Prochaines étapes :

Cet après midi , 9 octobre
Salle A



The poster features the CER/CLE logo and 'Entreprises et Santé' branding at the top left. To the right, it shows the date '9 octobre 2024' and time '16h30-17h45', along with the 'Préventica LYON 18 > 10 Oct.' logo. The main title is '20^e UX-Forum® Innovation Exosquelettes' with the subtitle 'Elles / Ils cassent les codes .. et les frontières !'. Below this is a row of five small portraits of speakers. The text 'Actions préfigurantes .. Trans-périmètres' is positioned to the right of the portraits. At the bottom left is the 'UX FORUM®' logo, and at the bottom right is a list of speakers: 'Avec : Dr Frédéric Héduin, UPJV / Université Picardie Jules Verne; Yonnel Giovanelli, SNCF Voyageurs; Anaïs Schoreel, Japel Médical; Baptiste Truillet, SoterAnalytics; Anne Marie de Vaivre (Cercle Entreprises et Santé)'.

- **5-7 Novembre 2024 Paris : IA, data ST/RH .. Nouveaux modes de pilotage**
Risques sanitaires & Détection précoce des épidémies
Permacrises, management dans l'incertain
- **21 novembre 2024 (visio) : « Violences faites aux femmes »**
harcèlement sexiste, sexuel ... violences conjugales : que peut l'univers de travail ?

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