

# Men's Health Awareness Week— How to support your employees

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Run Time: Approximately 50 minutes

24/7 professional support for businesses,  
across **Employment Law, HR and Health & Safety**



The detail contained within this webinar is based on GB & Northern Ireland employment legislation.

Members in the jurisdictions of the Republic of Ireland, Jersey, Guernsey and Isle of Man are asked to please contact the Advice Service to obtain the information relevant to your jurisdiction.



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# Today We Will Cover

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- The facts surrounding men's health & wellbeing
- How to have a good work life balance
- Encouraging the conversation around the andropause
- Men's mental health
- Paternity rights for parents

# Men's Health Awareness

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- One man in five dies before the age of 65 (Men's Health Forum).
- Four in five suicides are by men, with suicide the biggest cause of death for men under 35 (UK Parliament).
- 43% of working British men are urging their employers to provide greater mental health support.
- Men are twice as likely as women to die prematurely from cardiovascular disease, lung cancer, liver disease, and accidents
- One in eight men will get prostate cancer, making it the most common cancer in men in the UK
- 30% of men surveyed said they didn't know where to turn for advice or support.



# Encouraging work-life balance



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- Work-life balance refers to the equilibrium between personal life and professional responsibilities
- Different people achieve a good balance in their life differently.
- Over 80% of men in the UK experience stress related to work-life conflicts (ONS)
- Male-dominated sectors, often struggle with work-life balance due to the enduring stigma associated with taking time off.
- Implement clear policies regarding annual leave and sick leave
- Train management to recognise signs of stress and burnout

# The Andropause

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- Andropause refers to the gradual decline in testosterone levels that occurs in men as they age.
- Unlike the menopause, the decline in testosterone levels is steady rather than a sudden drop
- Symptoms that suggest low testosterone include:
  - Lowered sexual desire and activity.
  - Erectile dysfunction or decreased erections.
  - Breast tenderness or swelling.
  - Infertility.
  - Height loss, low-trauma broken bones, called fractures, or low bone mineral density.
  - Hot flashes or sweats.

# Supporting employees going through the Andropause.

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- Educate employees and managers on andropause and its symptoms
- Share resources on the andropause internally to encourage an open conversation
- Consider reasonable adjustments
- Flexible working
- Comfortable working environment
- Risk assessments

# Men's Mental Health



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- According to the MentalHealth Foundation, only 36% of talking therapy referrals are for men.
- 52% of men would be concerned about taking time off work, whilst 46% would be embarrassed or ashamed to tell their employer (Men's Health Forum)
- 77% of surveyed men suffered with mental health symptoms. But 40% of those surveyed have never spoken to someone about their mental health. 29% of these have not done so because they are too embarrassed to speak about it, or they perceive there to be a negative stigma on the issue (20%)
- Longstanding societal expectations place pressure on men to fulfil traditional gender roles
- Men experiencing mental health conditions or symptoms may utilise more harmful coping mechanisms

# Supporting Men's Mental Health

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- Understand the signs of poor mental health that are most common amongst men
- Reach out more than once
- Refer to external support such as an EAP service or GP
- Dedicated mental health policy
- Initiatives that provide an open and nonjudgmental space for employees to discuss their feeling

# Supporting Men's Physical Health

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- Encourage physical activity and a healthy lifestyle
  - Gym membership discounts/onsite gym
  - Bike storage and onsite showers
  - Company exercise challenges
- Promote preventive care
- Utilise digital tools

# Men's Paternity Rights

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- When your employee takes time off after their partner has had a baby, adopted a child or had a baby through a surrogacy arrangement, they might be eligible for:
  - One or two weeks of paid Paternity Leave
  - Paternity Pay
  - Shared Parental Leave and Pay
- Proposed changes to legislation aim to make paternity leave more accessible and flexible, impacting both eligibility and the timeframe for taking leave.
- Clearly communicate policies and ensure employees are aware of where to find these policies

# Sexual harassment against men in the workplace

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- While women are more likely to experience sexual harassment, a significant number of men also experience it in the workplace.
- Studies indicate that around 7% of men experience sexual harassment at work, which is around 1 in
- Men may be less likely to report sexual harassment due to several factors
- However, when men do report, the perpetrators are often men, and the harassment can include both physical and verbal misconduct.

# Your duty to prevent sexual harassment

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- Employers are under a new protective duty from October 26 2024
- Employees can complain to the equality authorities that you are not taking reasonable steps to prevent sexual harassment even when no allegations have been made
- You must take proactive preventative action in respect of your workers and third parties
- Compensation at employment tribunal can be increased by up to 25%
- Employees can complain directly to the EHRC that you have not taken reasonable steps to prevent sexual harassment
- New proactive and preventative duty to take reasonable steps to prevent sexual harassment in the workplace
- Anticipatory duty; do not wait until an allegation is made

# Summary

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- Its essential to encourage an open conversation surrounding men's health & wellbeing, to help breakdown to stigma surrounding this topic
- Educate employees and manager on the differences between men and women's health and mental health struggles
- Providing employee with external resources and support services can help encourage them to prioritise their wellbeing outside of work
- Provide reasonable adjustments and consider flexible working where possible to support men with their wellbeing andworklife balance

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# Thank you!

Any questions



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