

# Gender-Specific Benefits Research 2023

**reba**  
Reward & Employee  
Benefits Association  
PURSUING BEST PRACTICE

## Examining inclusive wellbeing in the workplace



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Together with



# The female key to unlocking equity



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Life isn't a level playing field, nor is the workplace. Employers acknowledging this and acting to create better equity between employees will draw in the wider range of talent and skills needed in today's fast-changing world.

In this report, we aim to discover how employers are using employee benefits to enhance workplace equity between genders.

While many factors play into the disadvantages that women experience throughout their careers, biological reproductive health is clearly one of them. Only biological females can get pregnant and bear children, only they menstruate and experience the menopause (even if they identify as a man). Therefore, they are the biological sex more likely to take time away from work for reasons linked to reproductive health.

Workplace career development and pay progression does not traditionally make allowances for people taking time off for childcare, parenthood, miscarriage or painful periods. People experiencing these can find it harder to maintain their career tracks and are left to fall behind. Of course, there are those who want to be full-time parents or are perfectly happy not to climb a career ladder. But for those who would like to, or have to, work – be that full-time, part-time or flexi-time – there must be cleverer ways to organise work to avoid this talent stunting and loss that affects one sex more than the other.

The insight data in this report shows the stark link between female-specific wellbeing conditions and the wealth gap in our workplaces and societies.

REBA's research also clearly demonstrated a high-level workforce

impact of inequity and lack of gender-specific support on organisations too. Nearly two-thirds of employer respondents said that inability to attract and retain enough women into their workforces is a future risk to their businesses. Nearly nine in 10 have an HR objective to increase the number of women in leadership (compared with just 3% saying they face a challenge getting men into leadership). While more than eight in 10 aim to improve the career prospects of women, just a quarter say the same for men.

Therefore, it is no surprise that this research report shows a huge growth in the types of gender-focused benefits that employers plan to offer. Currently, 39% of employers offer menopause support. This is expected to more than double to 85% of employers over the next two years. Likewise, 46% of employers currently offer pregnancy and new parent/carer support, and this is expected to increase significantly to 76% of employers during the next two years. Lastly, employers also expect to see a big jump in fertility and LGBTQ+ support. Currently, 15% of employers offer support in these two areas; however, this is expected to more than triple to 56% of employers in the next two years.

As so often with drives to create equity between groups (such as changes to policies and benefits), revised strategies can benefit all. Enhancing gender-specific benefits will not discriminate between men and women, but it will begin to tackle deeply embedded inequities at work that affect us all.

The findings of this research bode well for the future, even if we have quite some way to go.



**Reward & Employee  
 Benefits Association**

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*Note: Throughout this research, we use 'female' to refer to people who were born female or identify as female, and 'male' to refer to people who were born male or identify as male.*

# Why gender-focused healthcare initiatives matter



**Dr. Mridula Pore**  
Co-CEO and Co-Founder,  
Peppy



Every day, global enterprise organisations tell us that they are struggling with the same challenges - how do we attract and retain talent within the workforce, while making our mark as an employer of choice? How do we keep a diverse base of employees motivated and engaged, especially at a time of economic crisis?

### Female talent is the priority...or is it?

Attraction and retention of female talent is a topic that is persistently top of mind. 62% of respondents cited this as the most significant current risk to their HR and talent strategy. The findings in this research report are a clear acknowledgment of the impact on businesses of failing to recruit, retain, develop and promote women generally, as well as in groups that disproportionately skew towards women, such as working carers or new parents.

There is clearly a connection between the diversity agenda and health and wellbeing. Yet, this isn't the main reason why HR professionals are implementing gender-focused benefits in their organisations. The primary reason is to improve the overall wellbeing of the workforce in an inclusive way, and to be competitive as an employer.

There is increasing recognition that a 'one size fits all' approach is not effective. Employees want more personalisation and variety to ensure that their benefits are relevant to them.

While the need for menopause support has taken the spotlight of late, we were surprised to learn that around a third of employers still have no plans to offer women's health support. Specific benefits such as fertility support are also under-used, and these can have a huge impact on an employer's ability to attract and retain female talent.

### Spot the correlations, take action

If organisations are to be truly focused on recruiting, retaining, developing and promoting females, as their HR objectives suggest, it's clear to see how gender focused support in the workplace could make a difference.

It's important for employers to take action. With specialist, gender-specific care, employees get access to deep expertise and personalised support from experts, that can make a life-changing difference.

### A final thought

At a time when many are feeling under pressure financially, there are huge expectations on employers to respond, but it's not always possible to increase salaries. In these challenging times, providing tailored, relevant health benefits can have a transformational impact on the overall health and wellbeing of staff. In turn, this can boost employee morale and sentiment toward an employer, helping to meet objectives around wellbeing, DEI and being an employer of choice.



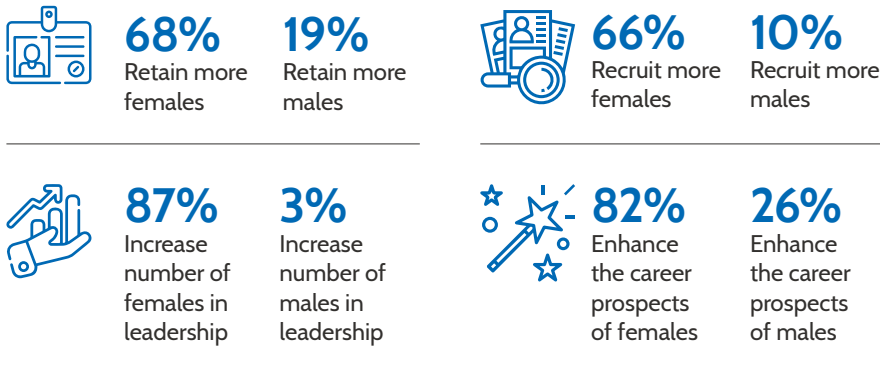
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# Key findings

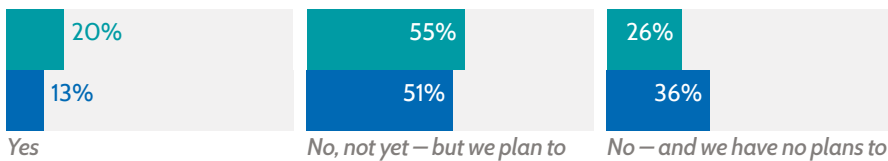
## HR objectives are focused on females

(Percentage of respondents who said this is an HR objective for their organisation, either now or in the next two years)



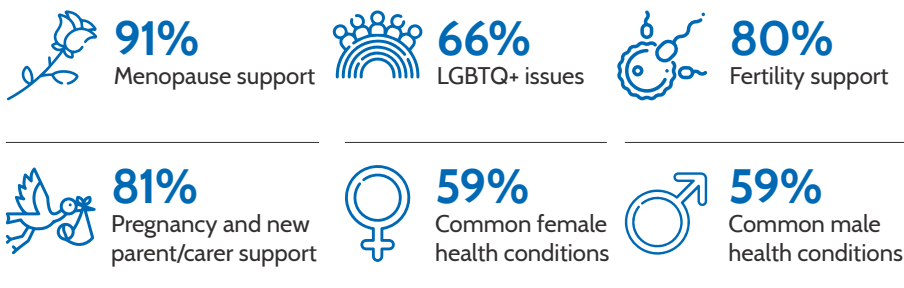
## Do you have a joined-up strategy or programme to support specifically female-focused or male-focused health and wellbeing?

■ Female-focused ■ Male-focused



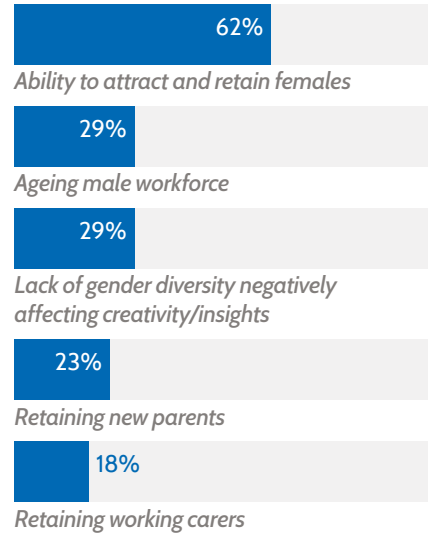
## Areas of growth – respondents that use or plan to use specialist providers

(Percentage of respondents using specialists or planning to do so in the next two years)

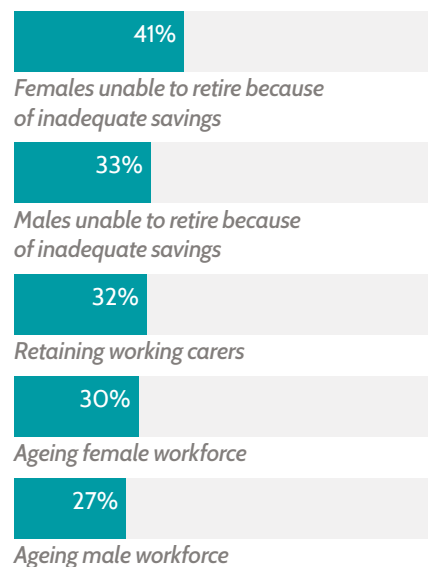


## Top five gender-focused risks to HR and talent strategies

Current risks



Future risks (organisations that say this is an expected future risk)



# Part 1: Drivers for gender-focused benefits

Employee benefits are only effective if they meet the diverse needs of individuals, rather than being constrained by a one-size-fits-all template. While there are more female-identifying employees than ever in the workplace, employee benefits and wellbeing strategies originally designed for a traditional, male-identifying, full-time workforce persist.

That mismatch between strategies and benefits and current workforce demographics has driven pay and pensions gaps, loss of senior female talent and has limited opportunities for parents.

## Female employment rates

The female employment rate in the UK has risen significantly from 55% in 1975 to 72% in 2022. We asked respondents about the main reasons for offering or considering gender-focused health strategies. The key reasons support broad organisational goals, such as improving the overall wellbeing of the workforce, being competitive as an employer of choice, and workforce DEI and employee engagement. However, there is less support at organisational level for gender-specific objectives, such as closing the gender pay gap (see page 9).

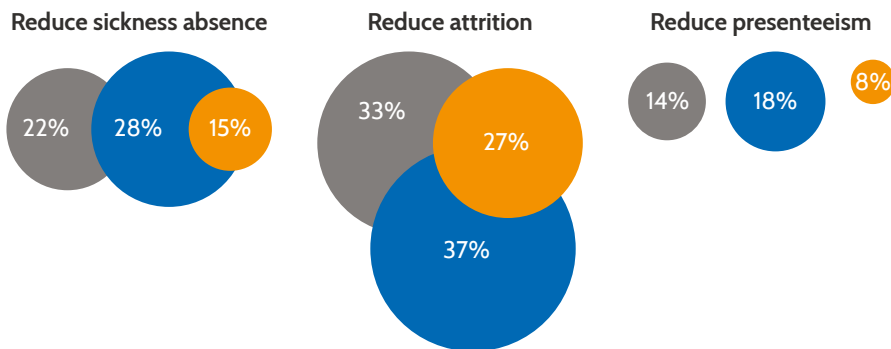
## Larger companies recognise a wider range of drivers for gender-focused benefits

Larger companies are more likely to make a link between gender-focused benefits and risk-related factors, such as sickness absence or employee attrition. More than a quarter (28%) of companies with over 1,000 employees say they offer such benefits to reduce sickness absence, compared with just 15% of smaller organisations.

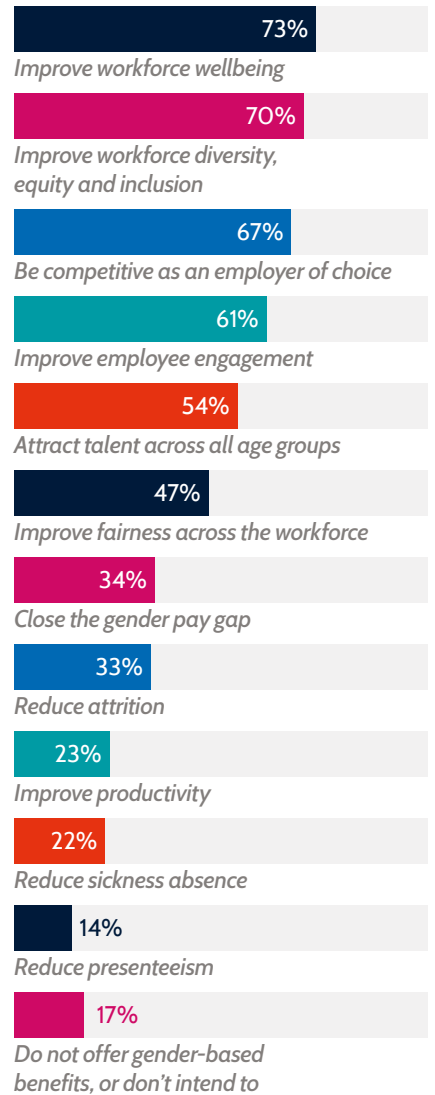
## Reducing sickness absence and attrition

(Percentage of respondents who gave this as a reason for offering gender-focused health benefits)

- All businesses
- Large businesses (>1,000 employees)
- Small businesses (<999 employees)



## Why does your organisation offer, or intend to offer, gender-focused benefits?



# Part 1: Drivers for gender-focused benefits

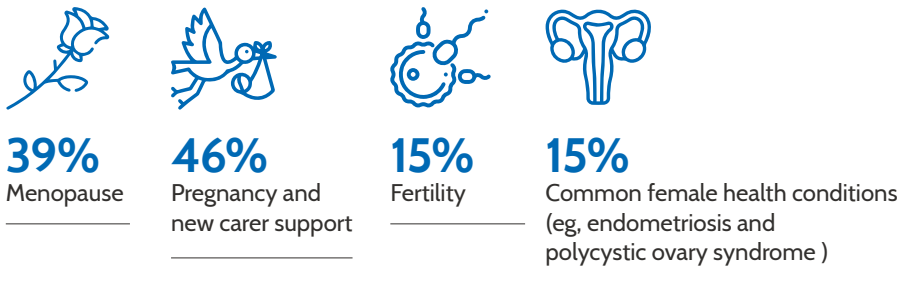
## Gender-focused HR risks

Being able to attract and retain female talent is a current risk for the majority of businesses (62%). This echoes findings from our *DEI Benefits Research 2022*, which found that 81% of businesses lack diversity at leadership level and 60% struggled with attracting and retaining female talent.

While more employers are recognising the impact of the menopause on females' career development and opportunities at work, there is less support for other aspects of gender-focused healthcare, such as fertility and common female health conditions that affect females earlier in their career. These will also contribute to the challenge of attracting and retaining females.

## Do you provide gender-focused healthcare support in any of the following areas?

(Percentage that say they currently offer support)

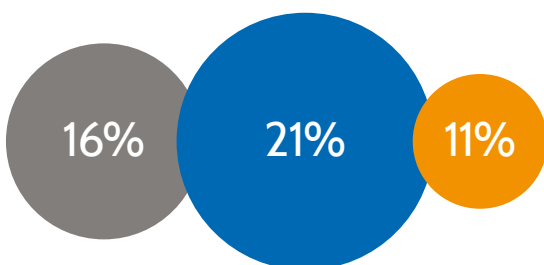


## Are discrimination accusations a driver for gender-focused strategies?

At present, very few organisations see discrimination accusations linked to gender or to sexuality as a major risk. However, more than a fifth of large companies anticipate that accusations linked to gender could increase in the future. While discrimination is unlikely to be a major driver for gender-focused benefits policies, the potential increase in future risk is significant.

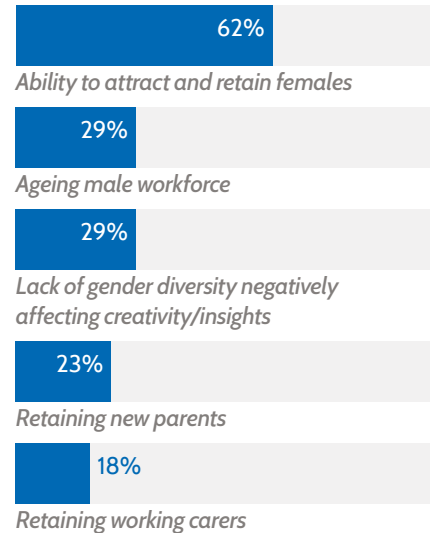
### Percentage that believe discrimination accusations linked to gender are a future risk

- All businesses
- Large businesses (>1,000 employees)
- Small businesses (<999 employees)

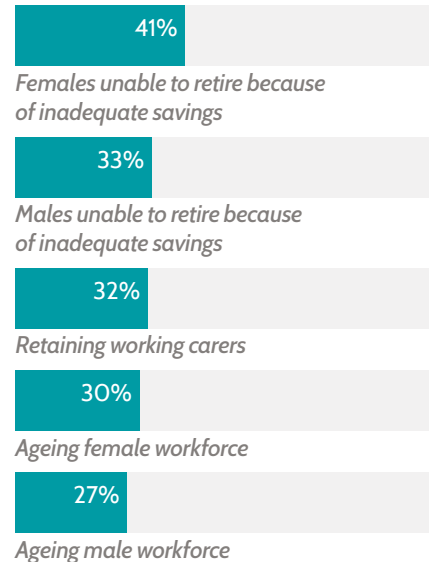


## Top five gender-focused risks to HR and talent strategies

### Current risks



### Future risks (organisations that say this is an expected future risk)



# Part 1: Drivers for gender-focused benefits

## The great can't – retirement

Economic inactivity among the over-50s is still higher than before the Covid-19 pandemic. However, research from the Office for National Statistics showed that only around a quarter of economically inactive 50- to 59-year-olds have retired. Almost one in five (19%) said that stress was a factor in not working, and 17% cited not feeling supported at work, suggesting there is more that employers can do to support and retain older colleagues of both genders.

Employers are concerned that in the longer-term all employees will struggle to retire on financial grounds, but this is particularly acute for females. Almost half of businesses see females' inadequate retirement savings as a current or future risk, so addressing this should be a priority for any gender-focused benefits strategy

Large companies are particularly aware of the risk that both male and female retirement pressures pose.

## Large companies are more concerned about the risk of inadequate retirement savings

*(Percentage of respondents who say that the following is a risk to HR or talent strategies)*

### Females unable to retire because of inadequate savings

Future risk

**41%**

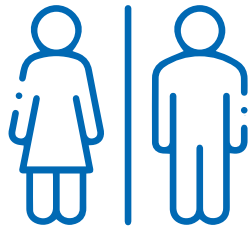
All companies

**50%**

Large companies

**29%**

Small companies



### Males unable to retire because of inadequate savings

Future risk

**33%**

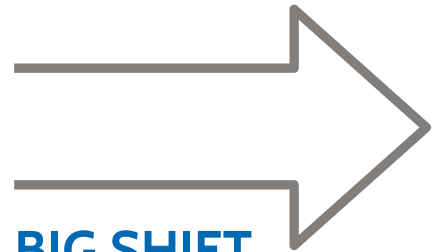
All companies

**48%**

Large companies

**14%**

Small companies



**BIG SHIFT**  
**+95%**

## The gender pensions gap

Gender pay gaps, inflexible working patterns and the design of savings products all contribute to the gender pensions gap between males' and females' pension savings at retirement. Our research found that employers are now starting to recognise the significance of this gap and the impact that it will have on females' long-term financial wellbeing.

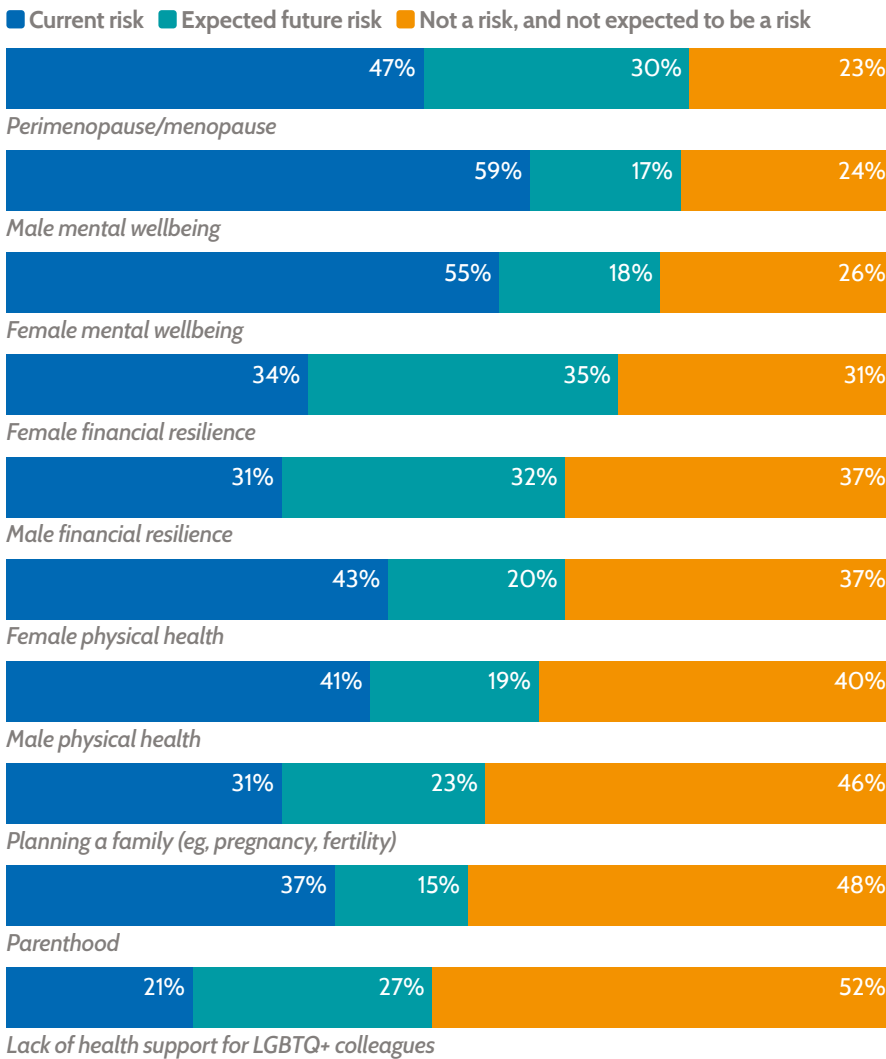
While just 21% of respondents say that closing the gender pensions gap is a current HR objective, this is set to almost double within the next two years, with a further 20% likely to put an objective in place to address this.

There is still a long way to go if the pensions gap is to be as high-profile as the gender pay gap. A total of 85% of respondents said that closing the gender pay gap is a current or future HR objective.

# Part 1: Drivers for gender-focused benefits

## Mental and financial wellbeing concerns are affecting everyone

Do any of the following cause absence or productivity risks at your organisation?



More than half of businesses see gender-focused health issues as absence or productivity risks, either now or for the future. The menopause and perimenopause are the most significant factor, with 77% of companies seeing this as a current or future risk.

Male and female mental health are also major sources of concern. This is likely to reflect the difficult circumstances that employees have faced through a combination of Covid-19, the cost-of-living crisis and workplace changes such as skills shortages or shifting working practices. While many of these challenges are not gender-specific, they will have affected the mental health of different genders in different ways.

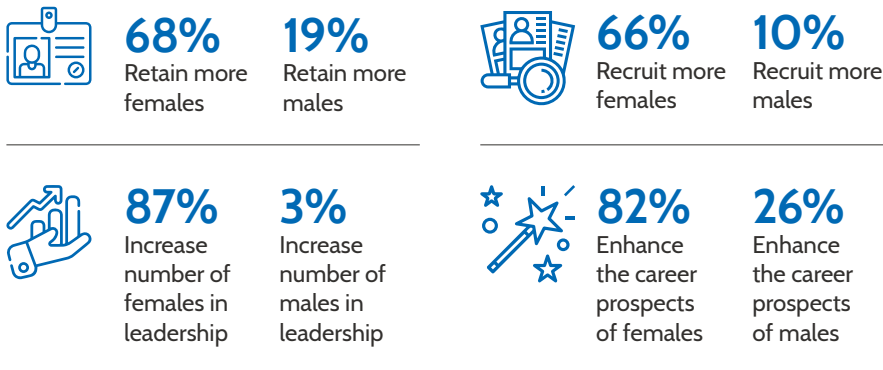
Financial resilience is the fastest-growing business risk both for females (35% see poor financial resilience as a future risk) and for males (32%). This is linked to the risks of inadequate retirement savings (see page 7) as well as the cost-of-living crisis.



# Part 2: Developing a gender-focused strategy

## HR objectives are focused on females

(Percentage of respondents that said this is an HR objective for their organisation, either now or in the next two years)



Research by the British Chambers of Commerce found that 68% of SMEs and 86% of large organisations are facing skills shortages. Almost three-quarters (72%) of organisations say this is affecting the wellbeing of existing workers. This is sharpening employers' focus on DEI, with organisations recognising the importance of attracting and retaining the best talent from across a wide range of cultures and characteristics.

Our findings show that the majority of employers are closely focused on HR policy that will better support females' career development, to support DEI goals and address historical imbalances between male and female opportunities in the workplace.

In particular, female leadership is a key priority for businesses, with 87% focused on increasing female leadership in their business, compared with just 3% for men.

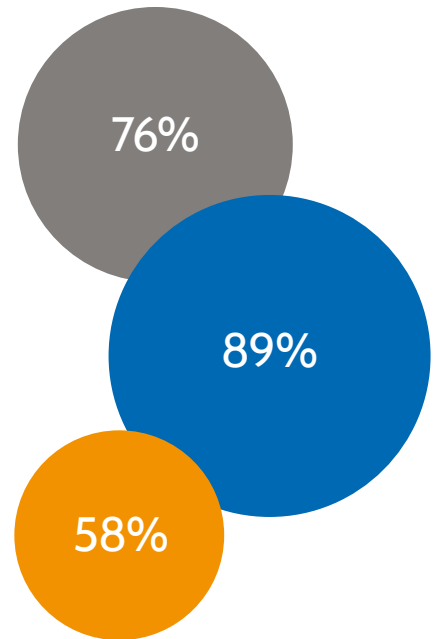
## Gender pay gaps are top priority for larger businesses

Gender pay-gap reporting for businesses with over 250 employees was introduced in 2017. The current average pay gap (April 2022) is 8.3% – but within that figure there are some important trends. For example, employees aged over 40 years are likely to experience a wider gap than younger workers. Higher earners also see a larger difference in hourly pay between genders than lower-paid employees. According to [data from the Office for National Statistics](#), the difference in gender pay gap for 90th percentile earners is 15.5%, compared with 8.3% for median earners and 3% for the bottom 10% of earners.

Our survey found that more than three-quarters of respondents (76%) are focused on closing the gender pay gap. Very small companies are excluded from the legislation, which may help to explain why this is a greater priority for large companies. However, while this is a priority at HR level, only 34% gave closing the gender pay gap as a reason for offering gender-focused benefits, suggesting that organisations can do more to link up their gender-focused benefits and HR strategy.

Percentage that said closing the gender pay gap is a priority

- All businesses
- Large businesses (>1,000 employees)
- Small businesses (<999 employees)

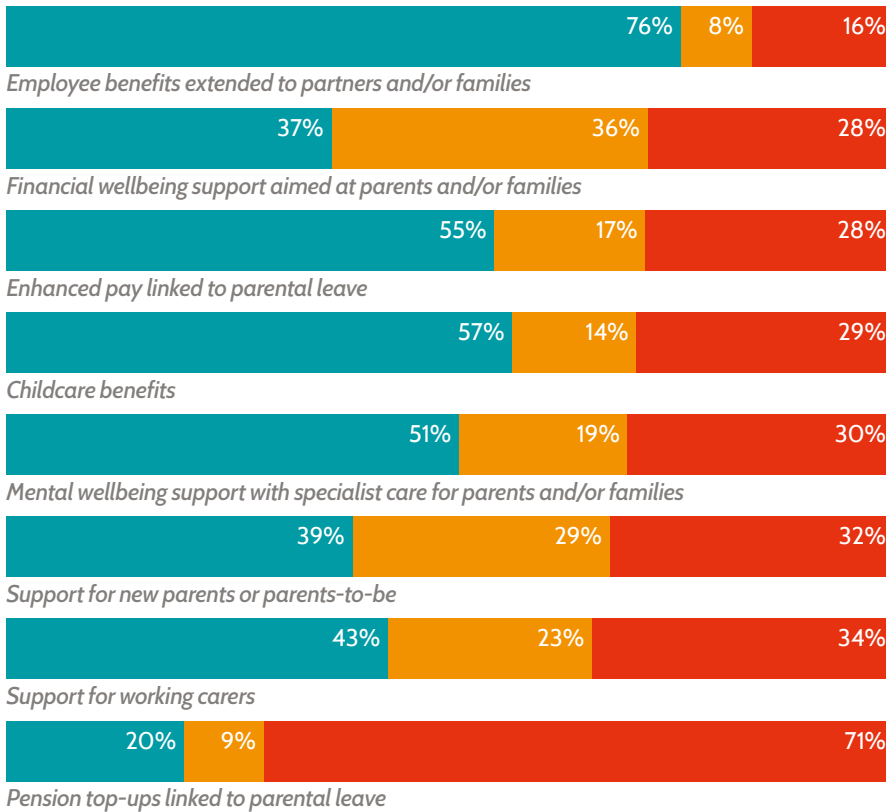


# Part 2: Developing a gender-focused strategy

## Support for parents and carers is fundamental to female career development

Do you have rewards, benefits or policies in place that support parents, carers and families?

■ Currently offer 
 ■ Plan to offer in the next two years 
 ■ No plans to offer



Providing support for parents and carers is closely linked to females' career progression and ability to fulfil their career potential. The number of men who take shared parental leave is still low. According to research from the [CIPD](#), 85% of companies said that no new fathers in their organisation had taken up shared parental leave in 2022. However, it also found that 46% are in favour of extending paternity/partner leave.

The gender pensions gap (see page 7) is heavily affected by taking career breaks and the limited subsequent career development available to parents and carers. Enhanced pay linked to parental leave (offered by 55% of respondents) and pension top-ups linked to parental leave (currently offered by 20%) are important priorities to address this and the future risks of females having inadequate retirement savings (see page 7).

The cost-of-living crisis is likely to be a driver behind the increase in organisations planning to offer financial support aimed at parents and/or families. This is the greatest area of planned growth for the next two years.

# Part 2: Developing a gender-focused strategy

## Focus on female health outweighs male health

Gender-focused health strategies are still relatively new, with just one-fifth of organisations saying they have a joined-up approach to female-focused health and only 13% addressing this for men. Although future plans are fairly well balanced both in terms of male and female planned provision, more than a third of respondents say they have no plans to address male health at all, compared with just 26% for females.

The role of the menopause in workplace productivity and in females' long-term career progression has become high-profile both in the workplace and in mainstream media. As discussed on page 8, the perimenopause and menopause are a leading absence and productivity risk for employers. This, along with the impact of fertility and parenthood on recruitment and retention of females, may explain employers' concentration on female-focused health.

However, men also have specific health-related issues that will affect workplace productivity, and one in five men will die before they reach retirement age. Men of working age are 50% less likely to visit a GP than women of the same age. An unwillingness to address health issues until they become severe is disruptive for almost two in five businesses (39%), according to figures from Peppy.

## Percentage of organisations that believe caring is a current or future risk

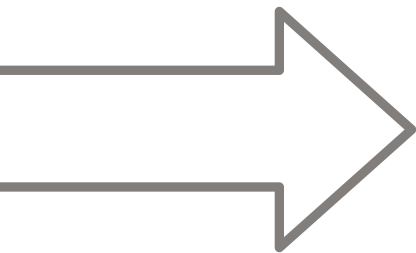
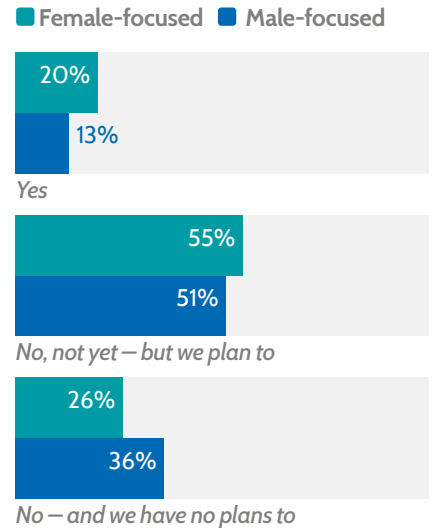


**50%**  
Retaining working carers  
[current risk: 18%;  
expected future risk: 32%]



**42%**  
Retaining new parents  
[current risk: 23%;  
expected future risk: 19%]

Do you have a joined-up strategy or programme to support specifically female-focused or male-focused health and wellbeing?



**BIG SHIFT**  
**+78%**

## Caring as a future risk

Employers expect retaining new parents and working carers – two employee groups that are overwhelmingly female – to become more significant risks in the future.

Working carers are a particular concern, with the percentage of employers that see not retaining them as a risk nearly doubling from 18% at present to 32% in the future. According to the Centre for Care and Carers UK, around 1.9 million employees become unpaid carers every year. The highest levels of unpaid care are provided by women aged between 31 and 45, and men aged over 65.

# Part 3: Benefits to support gender-focused health

## Plans to implement gender-focused benefits are affected by cost, priorities and limited data

In the midst of a cost-of-living crisis, gender-focused health may be taking a back seat to other HR and board concerns, such as the financial wellbeing of all employees. However, as we have seen elsewhere in this report, there is also an important gender-focused angle to financial wellbeing. Research from the [Living Wage Foundation](#) shows that women are being particularly hard-hit by the current financial situation.

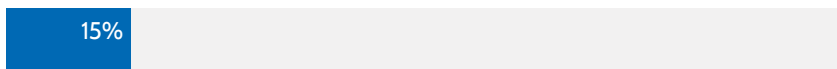
Encouragingly, even if benefits decision-makers are currently focused on employees' day-to-day living costs, they continue to recognise the importance of gender-specific health. Only 9% of respondents in our research said that their internal decision-makers do not believe gender-focused health support is necessary, which suggests positive longer-term commitment in this area.

Some organisations also feel that it is too early in their wellbeing strategy to introduce gender-specific support: "Our priority is to have a coherent and joined-up overall wellbeing strategy, which we are working on, so we wouldn't consider gender-specific benefits until we are confident that we have an effective overall strategy," said one respondent.

### Workplace women's health: the three 'Ps'

In an interview with REBA, Professor Dame Lesley Regan, the women's health ambassador for England, identified three key areas where employers can help support women's health:

**Periods** – women need a safe space at work to talk and express concerns about painful or irregular periods, and they need to be signposted to good-quality information and help.



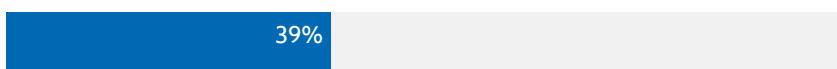
Provide support with common women's health issues

**Pregnancy and fertility** – pregnancy itself is a relatively short period in a woman's life, but related issues such as infertility, miscarriage and baby loss can have a far-reaching impact on female physical, mental and emotional wellbeing.



Provide pregnancy support; 15% provide fertility support

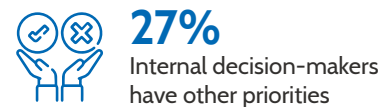
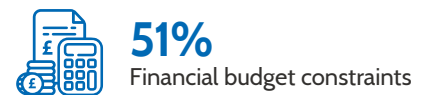
**Perimenopause/menopause** – most women will start to experience the perimenopause and menopause somewhere between the ages of 45 and 50, and symptoms can continue for several years. Most women want to feel comfortable having a space to talk – and to feel they are being listened to; to be given flexibility; and to be pointed in the right direction for information. Businesses can sign up to the [Workplace Menopause Pledge](#) as a sign of commitment.



Provide menopause support

## What would stop you from buying or implementing gender-based health benefits or support over the coming 12 months?

### Top five responses



# Part 3: Benefits to support gender-focused health

## Those who use a specialist have big plans for future benefits

Private medical insurance (PMI) providers are the biggest supplier of gender-specific health – although only 8% of employers feel that their PMI offering provides sufficient support (see below), over a third (34%) of respondents said that they currently procure gender-based healthcare support from their PMI provider. “Our generalist provider can support us on a wide range of issues faced by different genders,” said one respondent. This reflects greater focus by PMI providers on some aspects of gender-specific health, such as menopause support.

Other respondents added that they also use specialist national organisations and charities, external occupational health companies and wider workforce wellbeing providers for support in this area.

## Generalist providers in gender-focused health

Employee assistance programmes (EAPs) and PMI are both potential sources of support for male- and female-focused health. Given the concerns that employers have about the mental health of all employees (see page 8), both have a key role to play.

However, only a small number of employers believe that their EAP or PMI provider offers sufficient support for gender-based health at present.

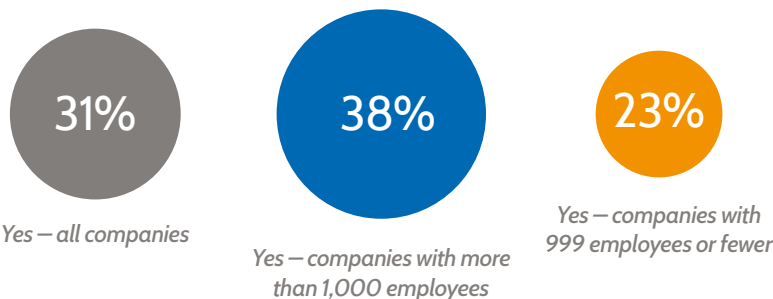


## Specialist, gender-focused healthcare providers

Around a third of companies say that they already work with, or plan to work with, a specialist, gender-focused healthcare provider. Large companies are more likely to engage a specialist provider than smaller organisations.

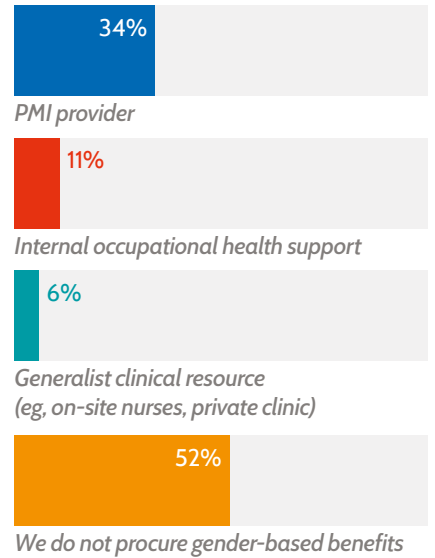
### Do you use – or have any plans to use – a specialist provider for any of your gender-focused healthcare support?

(Responses by number of UK employees)



Of those that already work with a specialist provider, or plan to do so, most have ambitious plans for gender-focused healthcare over the next two years.

### Do you procure gender-based healthcare support from any of the following generalist providers?

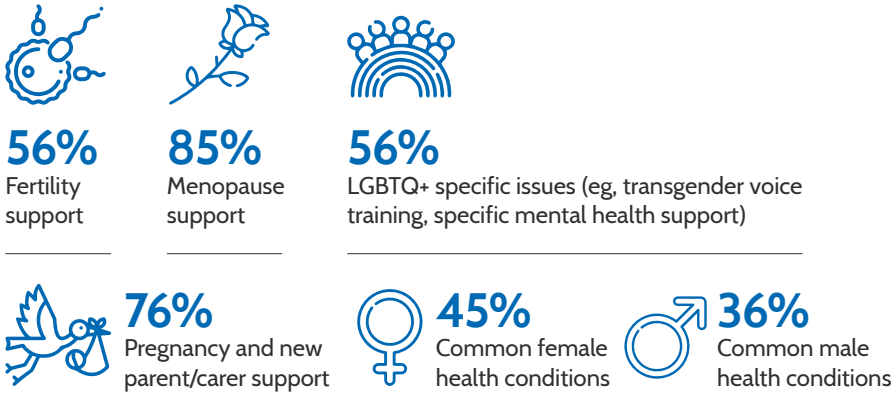


# Part 3: Benefits to support gender-focused health

## Do you provide, or plan to provide, gender-focused healthcare support in any of the following areas?

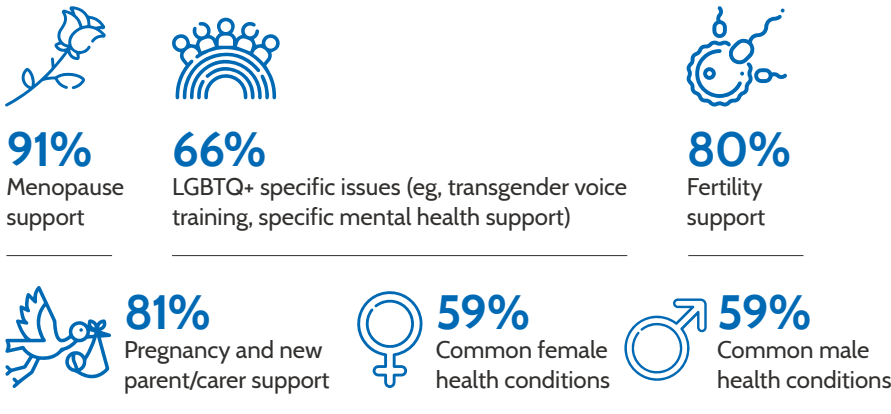
### Areas of growth – all respondents

(Percentage of all respondents that offer these benefits or expect to do so in the next two years)



### Areas of growth – respondents that use or plan to use specialist providers

(Percentage of respondents using specialists or planning to do so in the next two years)



### Three tips for building a business case for gender-specific health benefits

- 1. Connect to key business goals**  
Make it clear how introducing gender-specific health benefits will help solve a business problem or fulfil an organisational need – for example, by supporting your employee value proposition or helping to achieve DEI targets.
- 2. Leverage data and case studies to build a compelling story**  
Use data and case studies to bring your business case to life. Set the scene with statistics on why gender-specific health is an issue and how it is affecting your employees. Demonstrate the impact that support can have by sharing positive stories from other businesses that have launched gender-specific support and seen the benefits.
- 3. Focus on return on investment and commercial impact**  
Showcase how gender-specific health support will benefit your bottom line and deliver high-impact results for the investment made. Benefits providers, such as Peppy, can often help you with these calculations.

[Find out more here](#)

## Part 3: Benefits to support gender-focused health

### Gender-focused health benefits will see exponential growth over the next two years, across all areas of female and male health

**Menopause support:** around a third of employers currently offer menopause support, but our figures show this will more than double, with 46% of respondents saying that they intend to add services. If those commitments are met, 85% of employers should be offering menopause support to their employees by 2025.

**Fertility support:** this area of gender-focused healthcare is currently supported by just 15% of employers, but 41% intend to add services during the next two years. The majority of employers (56%) will be providing fertility support by that stage.

**LGBTQ+-specific healthcare:** greater recognition of LGBTQ+-specific health issues are driving an identical increase, also from 15% offering support today, to 56% in two years' time.

**Pregnancy and new carer support:** this is currently the best-served area of gender-focused health, perhaps as a result of existing legislation in this area and the need to retain parents and carers in the workforce. Almost half (46%) already offer benefits in this area, but a further 30% intend to add them.

**Common female health problems:** conditions such as endometriosis and period pain can have a significant impact on females' working lives (see panel, page 12, 'Workplace women's health: the three 'Ps'). Employers are starting to respond to this and will be further inspired by public health initiatives such as the Women's Health Strategy. At present, 15% of employers offer support in this area, but this is set to triple to 45%.

**Male-specific health issues:** support for men's health is also growing, and 36% of employers plan to offer this within the next two years (9% of respondents currently offer this benefit, and 27% plan to do so).

*“When we get it right for women, everyone benefits”*

**Professor Dame Lesley Regan,**  
women's health ambassador  
for England

### The Women's Health Strategy for England

The first Women's Health Strategy for England launched in August 2022. It aims to address inequalities in healthcare for women and girls, improve their overall health and wellbeing, and ensure that their voices are heard in future planning over the next 10 years and beyond.

<https://www.gov.uk/government/publications/womens-health-strategy-for-england>

# Conclusions and action points

## From our supporting partner, Peppy

REBA's research results show that there are a myriad of reasons driving employers' interest in launching gender-specific support, with DEI, employee health and wellbeing, and employer brand being leading factors in this growing focus.

However, it's clear that the wide-ranging benefits of gender-specific support and the connection with wider HR objectives and overall business goals can sometimes be overlooked.

### To attract and retain your female talent, their health and wellbeing needs to be addressed



**Why:** With attraction and retention of females a priority HR objective, those serious about nurturing their female talent need to also support them through key health journeys, such as having a baby or entering the menopause. As well as enabling businesses to meet gender targets, gender-specific benefits can be a useful tool in tackling wider issues, such as the gender pay gap.

**Action** Download Peppy's Women's Health toolkit to find out how to create a workplace where women can thrive.

[Access here](#)

### The financial burden of gender-specific benefits is a barrier – but businesses need to look at the bigger picture



**Why:** The financial burden of implementing gender-specific benefits was cited as the main reason for not considering their implementation. However, businesses need to consider the long-term impact of these benefits and the entire life-cycle cost. Building out a business case to prove the impact will help showcase that introducing these benefits will not just support employee health and wellbeing and attainment of DEI goals, but will also help reduce recruitment costs.

**Action:** Watch Mandy Willis, group board director of corporate strategy at Mace Group, as she discusses their journey towards gender-inclusive healthcare.

[Access here](#)

### Introducing high-impact health and wellbeing support can be a powerful tool for building your employer brand



**Why:** With an ongoing war for talent, compounded by a difficult economic climate, employer brand has never been more important – particularly with predictions that all businesses are set to tighten their belts and be cautious with salary increases and bonuses in 2023. Workplaces that offer meaningful and easily accessible benefits will both engage their current workforce and position themselves favourably in the job market.

An effective way of enhancing your employer brand is by offering menopause support.

**Action:** Download Peppy's Menopause Support Checklist to discover the tools you need to support your employees through menopause.

[Access here](#)

### Benefits need to be specialised to have high impact



**Why:** The fact that only a small number of employers believe their EAP or PMI provider offers sufficient support for gender-based health at present is in line with the growing demand for specialist support. Employers are waking up to the fact that generic services just aren't cutting it. For health and wellbeing benefits to truly have their desired impact, they need to need to offer access to human health experts who can offer personalised advice and support.

**Action:** Discover Peppy, the digital health app that connects your people to human experts.

[Book a call](#)

## About Peppy

Peppy is a digital health app that is changing the way employers care for their people, supporting under-served areas of healthcare. These include family and reproductive health – trying to start a family, becoming a parent and going through the menopause – and specialist support for men's health and women's health.

When an employer gives its people Peppy, it connects them to real, human health experts over chat, live events and virtual consultations. Users can also access a wealth of on-demand, expert-created content, including videos, audios, articles and lifestyle courses.

For more information, contact: Megan Purvis, [megan.purvis@peppy.health](mailto:megan.purvis@peppy.health)

Website: [www.peppy.health](http://www.peppy.health)



[Book a call](#)



# About the research

The survey had 183 responses from employers representing an estimated total of one million employees. It took place online during October and November 2022 and was carried out by the Reward & Employee Benefits Association among its circa 3,800 professional members and circa 20,000 subscribers.

## How many UK-based staff does your company have?

1-49 employees	2%
50-99 employees	5%
100-249 employees	7%
250-499 employees	10%
500-999 employees	16%
1,000-4,999 employees	36%
5,000-9,999 employees	14%
10,000-19,999 employees	4%
20,000+ employees	6%

## What is your organisation's industry sector?

Financial services	15%
IT, technology and telecommunications	11%
Professional services	11%
Public sector	10%
Manufacturing and production	10%
Engineering and construction	7%
Not-for-profit sector	7%
Utilities and energy	6%
Retail	5%
Media and entertainment	5%
Transport and logistics	5%
Pharmaceuticals and biotech	3%
Leisure, travel and hospitality	3%
Education	1%
Healthcare	1%

## Reward & Employee Benefits Association

REBA is the professional networking community for reward and benefits practitioners.

We make members' working lives easier by saving them time, money and effort through sharing experience, ideas, data and insight with each other.

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[www.reba.global](http://www.reba.global)

# List of respondents

A.P. Møller-Maersk	Caseware	Fujitsu	Kent County Council
AECOM	Catalyst	Gartner UK	Kingfisher
Algeco	Celonis	Gerald Eve	Knauf UK GmbH
Alleima	ChampionX	Glencore	Lazard
AMC Networks International	Claire's	GoCardless	Leeds Building Society
Anaplan	Clifford Chance	Government Digital Service	Legal & General
Asda	Colt Technology	Greater Anglia	Lonza
Ashurst	Columbia Threadneedle Investments	Greenwoods Legal LLP	Macfarlanes
Atom Bank	Condé Nast	GSK	Magnox
Babcock International	Cox Automotive	Haleon	Mambu
Bank of America	CSSC Sports & Leisure	Handelsbanken	ManpowerGroup
Barratt Homes	Dassault Systèmes	Harrison Spinks	Markerstudy Group
Bedford Consulting	Deloitte Ireland	Heriot-Watt University	McArthurGlen
Belmond	Dentsu	Hilti Group	McCarthy Stone
Bidfood UK	DHL Supply Chain	Historic Environment Scotland	Medical Protection Society
Biocair International	DMGT	Hitachi Astemo	Meiyume (UK)
Blackadders LLP	Domino's	House of Commons	Merck Group
Blue Yonder Technology Solutions UK	easyJet	HSBC	MFS Investment Management
Bluewave	Electronic Arts Software S.L.	Hymans Robertson	Michelin Tyre
BNP Paribas	Environmental Resources Management	IMC Pan Asia Alliance Pte	Microsoft
BP	Equans UK & Ireland	INTO University Partnerships	Molson Coors Beverage Company
BPI Bank	Expedia Group	IP Group	MS Amlin
Bright Horizons	Exscientia	Islington Council	NACD
British Library	Financial Conduct Authority	Japan Tobacco International	Natixis
Browne Jacobson LLP	First Bus	John Lewis Partnership	NatWest
Camellia	ForFarmers UK	Kantar	Needle & Thread
Carnival UK	Fragrance Oils	Kellogg Company	Newcastle Building Society

# List of respondents

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Northern Gas and Power	SIG	Unilever
Nuveen	Signature Senior Lifestyle	United Trust Bank
Oomph Ventures	Sky	University of Leeds
Ørsted	SNC-Lavalin – Atkins	University of Manchester
OVO	Software AG	UPP Group Holdings
Oxford Instruments	Southern Co-op	Venator Materials
Oxygen House	Specsavers	VetCT
Palletways (UK)	Squire Patton Boggs	Visa
Platform Housing Group	Standard Club	Volkswagen Financial Services (UK)
Precision Polymer Engineering	Stantec UK	Warner Music
Publica	Subsea 7	Wedlake Bell LLP
Qualcomm	Synthomer	Wella
Quartz	T Bailey	Wellbeing of Women
Rank Group	Take-Two Interactive Software	Wessex Water
Red Hat	Teesside University	Which?
RenaissanceRe	Telegraph Media Group	Wickes
Restore	Telent Technology Services	Wienerberger
Ridge Pharma	Terumo Europe	Wood
Ridgeview Wine Estate	The AA	Wyndham Hotels & Resorts
Rochdale Boroughwide Housing	The Donkey Sanctuary	YTL Hotels and Properties
Rotork	The Hyde Group	
Royal Navy	The Orders of St John Care Trust	
RSM	The Very Group	
Salford City Council	Thomas Miller	
Schlumberger	Together Trust	
ScottishPower	TRL	
Shoosmiths LLP	UK Power Networks	



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