



Women's Health from Hire to Retire

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I'm interested in women's health
because I'm a woman. I'd be a darn
fool not to be on my own side.

— *Maya Angelou* —

AZ QUOTES



OBJECTIVES

- Discuss the needs and challenges for reproductive care for women
 - List women's healthcare needs and concerns across the lifespan
 - Suggest ways that employers can address women's healthcare needs
- 

Reproductive health concerns

➤ Menstrual disorders

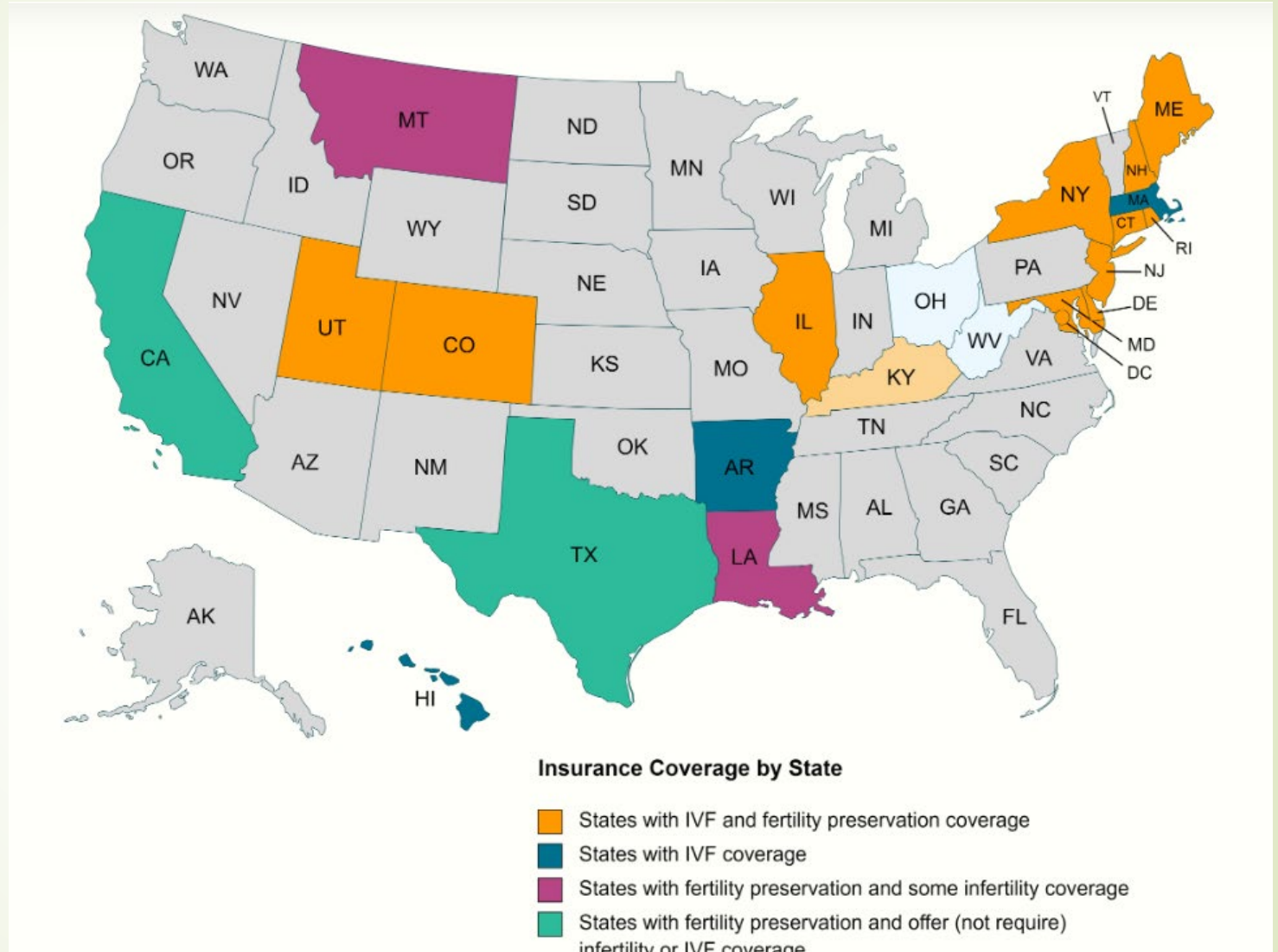
- Heavy menstrual bleeding
- Primary dysmenorrhea (“cramps”)
- PMDD (Premenstrual Dysphoric Disorder)
- Others – endometriosis, fibroids

➤ Consider “period poverty”



Fertility care

- Insurance coverage
- Time out of work





Pregnancy

Pregnancy Worker's Fairness Act

Reasonable accommodations

Cannot deny employment based on need for these accommodations

Cannot require leave if there is a need for these accommodations



WHAT ARE REASONABLE ACCOMMODATIONS?

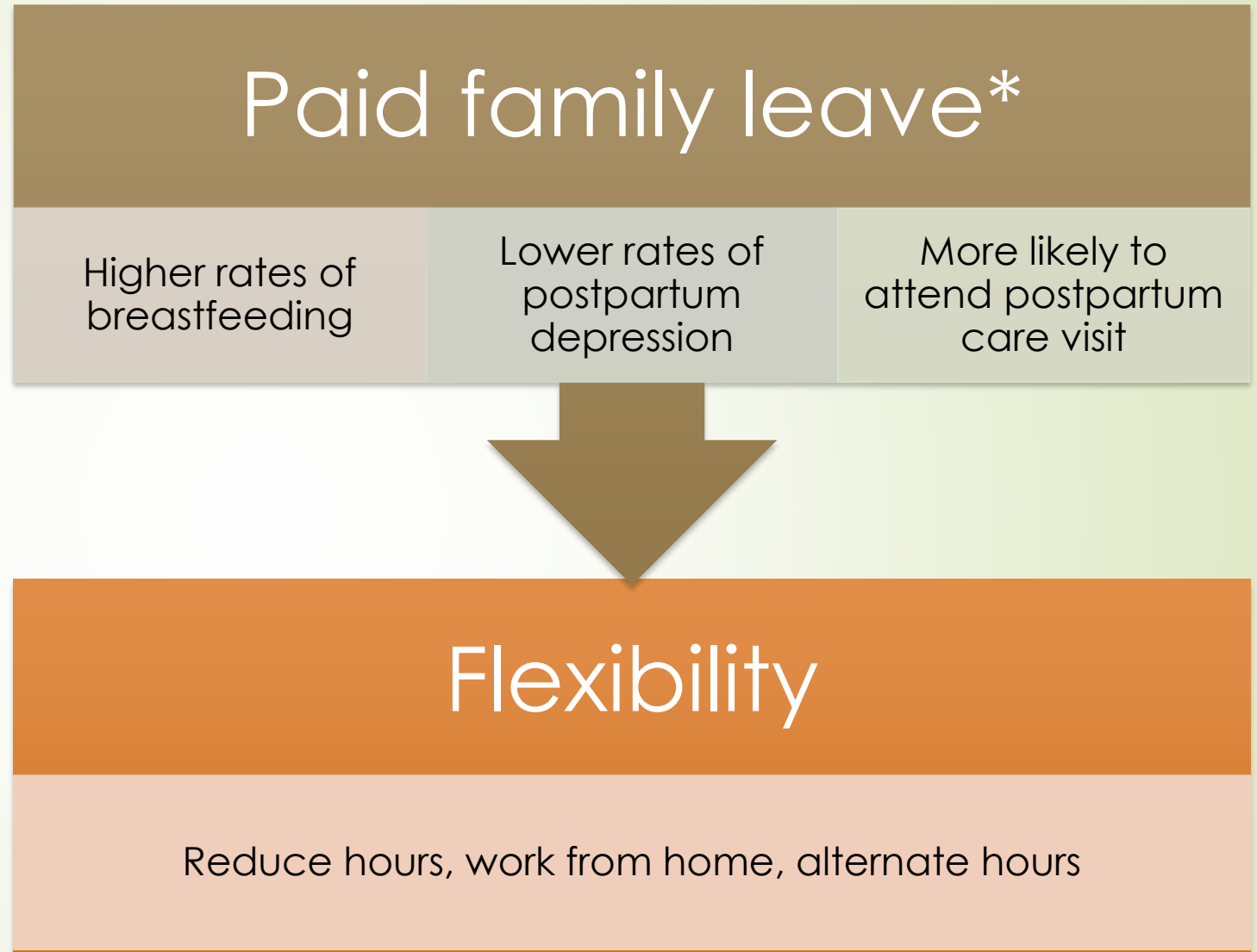
Access to water and bathroom breaks

Avoid work that is physically dangerous – heavy lifting, high temperatures, balance, risk of abdominal trauma

Attend healthcare appointments



Postpartum



Perry MF, et al. Association Between State Paid Family and Medical Leave and Breastfeeding, Depression, and Postpartum Visits. *Ob & Gyn.* 2024; 143,1: 14-22.



LACTATION

- ▶ “The American Academy of Pediatrics (AAP) recommends **exclusive breastfeeding for about the first six months** after birth. The AAP supports continued breastfeeding, along with appropriate complementary foods introduced at about 6 months, as long as mutually desired by mother and child **for 2 years or beyond.**”

Am I covered under the PUMP Act?

Thanks to the PUMP Act, more workers have the right to break time and private space to pump breast milk during the workday. Most nursing employees now have **the right to reasonable break time and space to pump at work** for up to one year after their child's birth.

What does my employer need to do?

Employers must provide **covered employees** with **space that is:**

- functional for pumping milk,
- shielded from view,
- free from intrusion,
- available as needed, AND
- **NOT a bathroom**

Scan the QR code

to find out if you're covered



Wage and Hour Division
U.S. Department of Labor

dol.gov/pump-at-work
1-866-487-9243



**1 IN 7
MOTHERS**
experience depression or anxiety
during pregnancy or postpartum.



You are not alone.
We are here to help.

CALL OR TEXT 'HELP' - 800.944.4773

Leave a confidential message any time, and a trained and caring volunteer will return your call or text. Our volunteers will listen, answer questions, offer encouragement, and connect you with local resources as needed.

Postpartum Support International | www.postpartum.net



**1 IN 10
FATHERS**
experience depression or
anxiety after the birth of a child.



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Postpartum Depression



PARENTING

Childcare issues

Children's illness

Flexibility

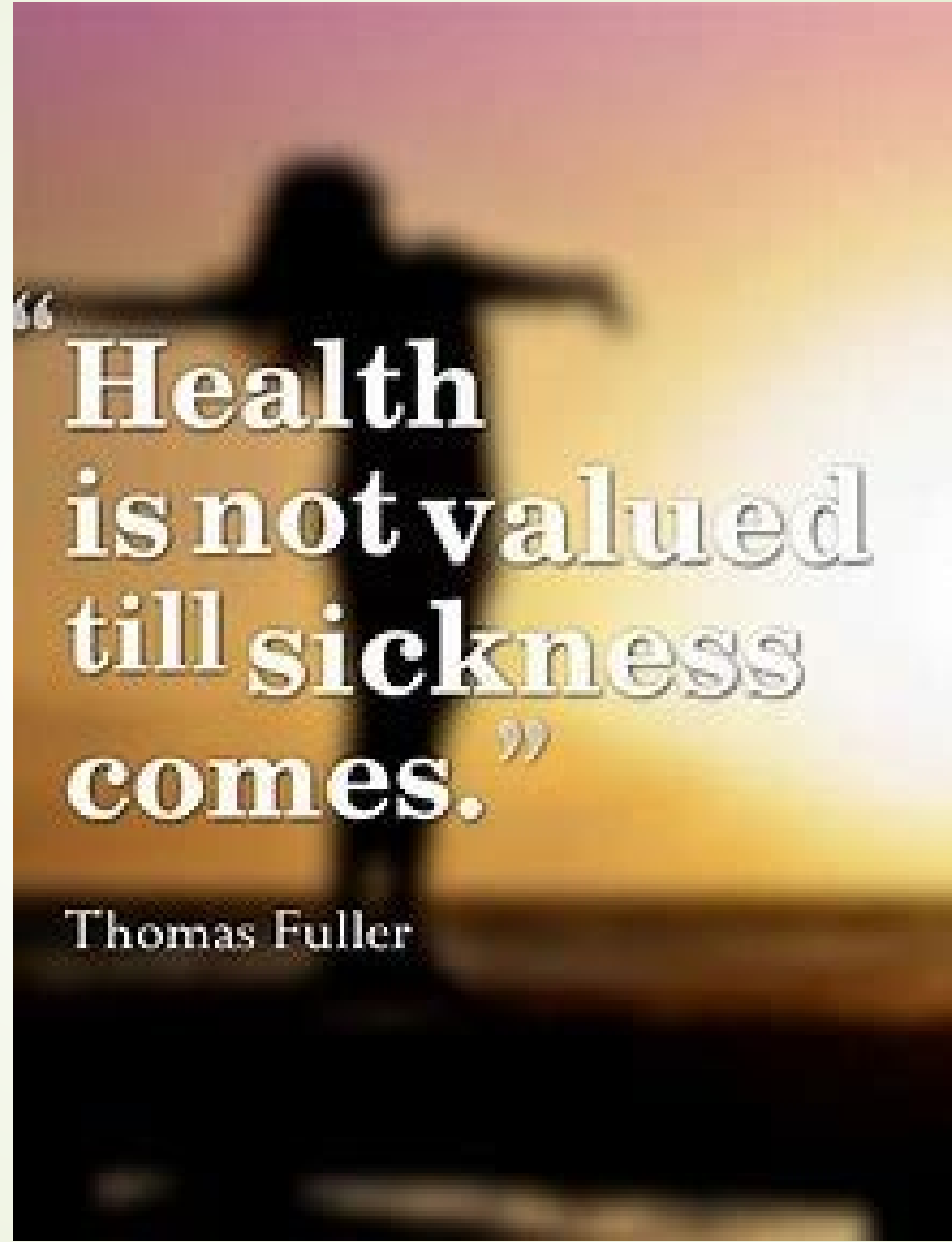

“Sandwich”

The Elevator - Lean In by Sheryl Sandberg



Mental Health

- ▶ Employee Assistance Programs
 - ▶ hours/ access
- ▶ Supervisors
 - ▶ open and accessible and approachable



**“Health
is not valued
till sickness
comes.”**

Thomas Fuller

Women's Preventive Services Initiative (WPSI)

HEALTH CARE SERVICES	AGE (Years)						
	13-17 ¹	18-21 ¹	22-39	40-49	50-64	65-75	>75
♥ GENERAL HEALTH							
Alcohol use screening & counseling	●	●	●	●	●	●	●
Anxiety screening	●	●	●	●	●	●	●
Blood pressure screening	●	●	●	●	●	●	●
Contraception and contraceptive care	●	●	●	●	○		
Depression screening	●	●	●	●	●	●	●
Diabetes screening ^a	○	○	○	○	○	○	○
Fall prevention						●	●
Folic acid supplementation ^a	○	●	●	●	○		
Healthy diet & activity counseling ^a		○	○	○	○	○	○
Interpersonal & domestic violence screening	●	●	●	●	●	●	●
Lipid screening ^a	○	●	○		●	●	
Obesity prevention				●	● ⁵⁰⁻⁶⁰		
Obesity screening & counseling	●	●	●	●	●	●	●
Osteoporosis screening ^a					○	●	●
Statin use to prevent CVD ^a				○	○	○	
Substance use screening & assessment	●	●	●	●	●	●	●
Tobacco screening & counseling	●	●	●	●	●	●	●
Urinary incontinence screening ^a	○	●	●	●	●	●	●
♣ INFECTIOUS DISEASES							
Gonorrhea & chlamydia screening ^a	●	●	● ^{≤24} ○ ^{>24}	○	○	○	○
Hepatitis B screening ^a	○	○	○	○	○	○	○
Hepatitis C screening (at least once) ^a	○	●	●	●	●	●	● ^{≤80}
HIV preexposure prophylaxis ^a	○	○	○	○	○	○	○
HIV risk assessment	●	●	●	●	●	●	●
HIV screening (at least once)	● ^{>15}	●	●	●	●	●	○
Immunizations ^a	●	●	●	●	●	●	●
STI prevention counseling ^a	●	●	○	○	○	○	○
Syphilis screening ^a	○	○	○	○	○	○	○
Tuberculosis screening ^a	○	○	○	○	○	○	○
♠ CANCER							
Breast cancer screening ^a				○	●	●	○
Cervical cancer screening		● ^{≥21}	●	●	●	● ^{≤65}	
Colorectal cancer screening				● ⁴⁵⁻⁴⁹	●	●	
Lung cancer screening ^a					○	○	○ ^{≤80}
Medications to reduce breast cancer risk ^a				○	○	○	○
Risk assessment for BRCA1/2 genetic counseling & testing		●	●	●	●	●	●
Skin cancer counseling ^a	○	○	○ ^{≤24}				

"When women are healthy, communities thrive."

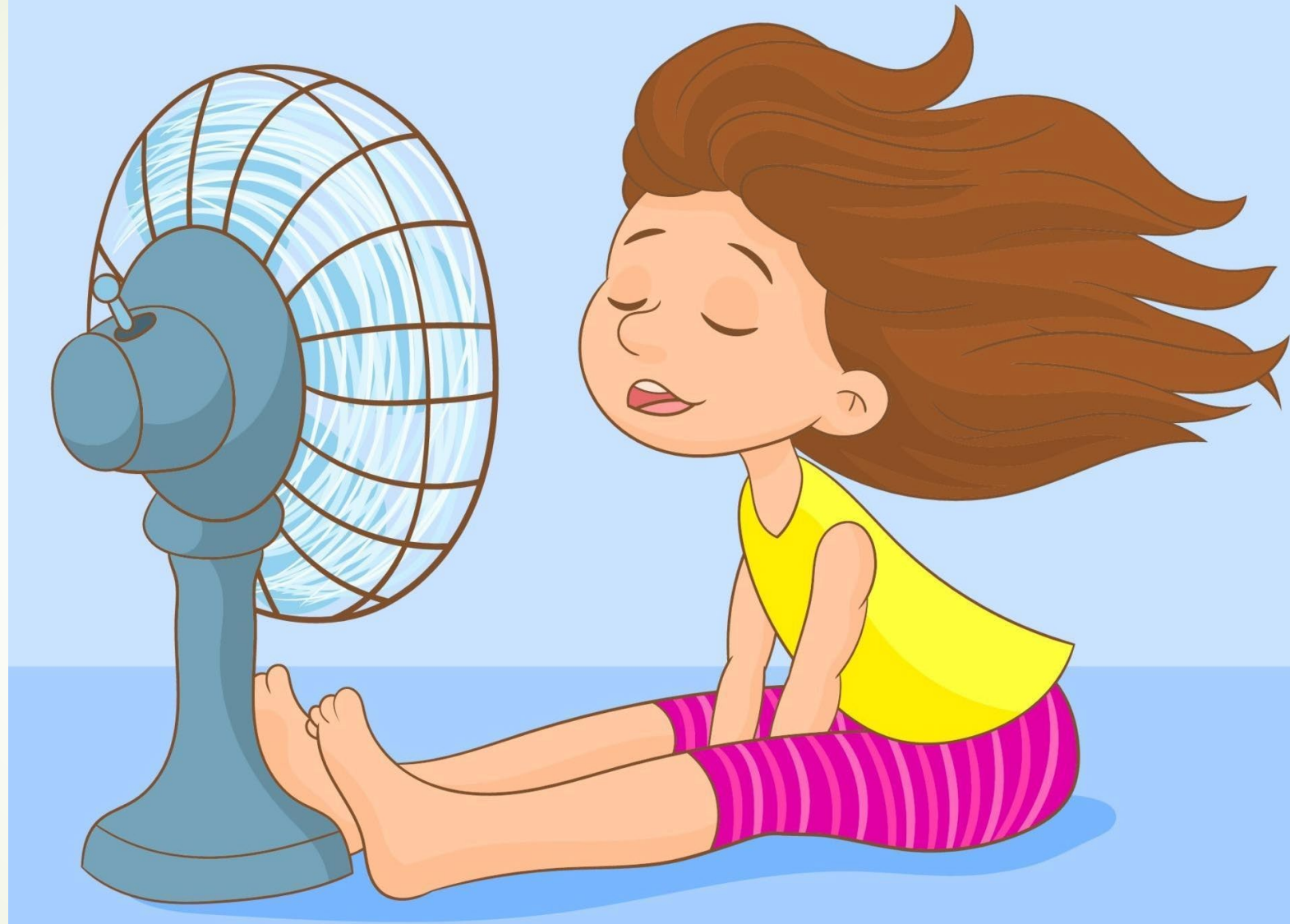
FOCUS ON FIFTY PLUS

- ▶ Screening
 - ▶ Alcohol/tobacco/substance use
 - ▶ Depression/anxiety
 - ▶ Domestic violence
 - ▶ Urinary incontinence
 - ▶ Blood pressure
 - ▶ Weight/BMI - Diet and activity
 - ▶ Diabetes
 - ▶ Lipids
 - ▶ Bone density – osteoporosis
- ▶ Cancer screening
 - ▶ Cervical
 - ▶ Breast
 - ▶ Colorectal
 - ▶ Skin
 - ▶ Lung (as indicated)
 - ▶ GENETICS



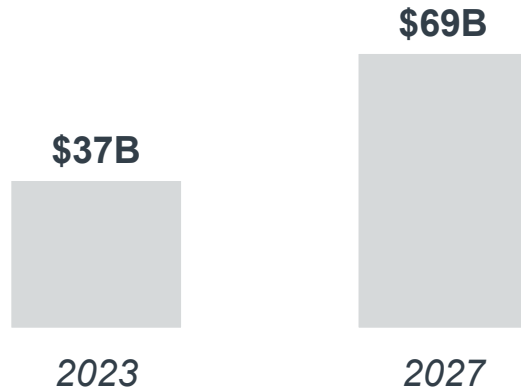
Menopause

- Excessive sweating during night
- Sleep disturbances
- Fatigue
- Hot flashes
- Frequent urinary tract infections
- Mood swings
- Changes in memory



Femtech market continues growing globally

Femtech¹ global market revenue



▲ **16.5%** Compound Annual Growth Rate from 2023 to 2027

Growth drivers of femtech¹ solutions in the next 1 to 2 years

- 1 High impact**
 - Surge in women entrepreneurs
 - Increase in women-led startups







- 2 Medium impact**
 - Growing awareness among women about health and wellness
 - Rise of female-focused investment venture capital firms

- 3 Low impact**
 - Reimbursement rates for femtech

1. Femtech encompasses technological solutions, such as device, diagnostic, product, app, service, or software, for women's health.

Source: "The COVID-19 Pandemic and a Rising Focus on Women's Untapped Healthcare Needs are Transforming the Global Femtech Solutions Industry," *Frost & Sullivan*; "Femtech Global Market Report 2023..." *The Business Research Company*.

Stakeholder implications

Stakeholder	Implications
 Health systems	Progressive health systems will ensure that their technology is interoperable with external femtech products to leverage patient data for improved care.
 Physicians	Physicians will need to stay knowledgeable on market technologies that can enhance patient care and ensure patient access to necessary femtech. This includes continually reevaluating femtech they recommend or prescribe, as well as how they incorporate patient-collected data into clinical decisions and patient discussions.
 Life sciences	<p>Medtech companies will need to proactively work with payers and providers to integrate femtech innovations into patient care processes.</p> <p>Diagnostic companies should be aware of ways femtech is disrupting traditional industry dynamics and seek out ways to confront unmet diagnostic needs in the maternal and reproductive care space.</p>
  Health plans	<p>Health plans can add femtech products in their network or invest in femtech via venture arms. Both initiatives can act as a negotiating lever to providers seeking value-based care plans.</p>
 Digital health	Digital health organizations will either need to incorporate femtech products into their offerings or risk losing market reach and patient loyalty.



A woman's health is her capital.

~ Harriet Beecher Stowe

