

# Menopause in the workplace

Around a quarter of women in the workforce are of menopausal age, but its impact is often not well understood or supported in workplace policies and training. With several studies reporting that women feel the menopause impacts their performance at work, employers have a responsibility to increase understanding and provide support for their people.



## Understanding the menopause

The menopause is a natural part of ageing, when a woman stops having periods and is no longer able to get pregnant naturally. This usually occurs between the ages of 45 and 55, but early menopause can also happen, often as a side effect of certain medical treatments.

Around 8 in 10 women experience symptoms of the menopause, including hot flushes, mood changes, low libido, difficulty sleeping, joint aches and anxiety.

Many of these symptoms can impact our ability to perform at our best, but it can be difficult for employees to reach out for help. Leaders can make their people feel better supported by building a culture of open communication and providing clear channels for employees to seek advice.

Training for line managers and colleagues can also help increase awareness and normalise conversations about the menopause in the workplace. This should be built into your workplace policy to ensure consistency and help measure its impact.



## Your workplace policy should:

- Offer information and guidance for employees going through the menopause.
- Raise awareness among staff and train managers to offer support.
- Aim to reduce the taboo around the menopause.
- Make proactive adjustments to the workplace which can adapt to suit individual needs (flexible working is a great place to start).
- Offer a confidential support channel for those experiencing menopause.