



Menopause and the workplace

Women over the age of 59 are the fastest growing segment of the workforce, and most will go through the menopause transition during their working lives.

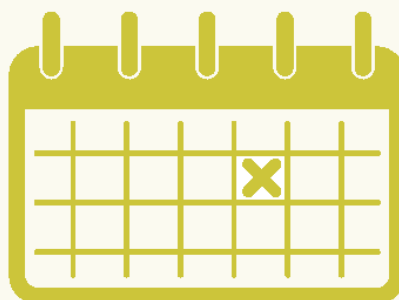
(Chartered Institute of Personnel and Development)

The menopause is a natural part of the ageing process that usually occurs between 45 and 55 years of age as a woman's oestrogen levels start to decline. Studies have shown that menopause symptoms can have a significant impact on attendance and performance in the workplace. It is essential that organisations know how they can support staff going through the menopause and help to reduce the stigma attached to this by talking openly about the subject in the workplace.

Work can be a struggle

45%

of women say they feel their menopause symptoms have had a negative impact on their work



47%

who have needed to take a day off work due to menopause symptoms say they wouldn't tell their employer the real reason

Source: thebms.org.uk



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Wellbeing at Work

Facts

- ♥ 4.4 million women aged 50 - 64 years in the workplace (ONS 2019).
- ♥ In the UK, the average age for a woman to go through menopause is 51.
- ♥ Around 1 in 100 women experience menopause before age 40.
- ♥ 3 out of 4 women experience symptoms, 1 in 4 could experience serious symptoms.

Support

- ♥ Women may need support in the perimenopausal and menopausal age bracket.
- ♥ Menopausal symptoms require the same support and understanding from their employer as anyone experiencing any ongoing health condition.
- ♥ Help break the stigma at work by encouraging an inclusive environment and discussions / conversations about menopause.
- ♥ Educate and inform managers about the potential symptoms of menopause, and how they can support women at work.
- ♥ Ensure that women suffering with menopause symptoms feel confident to discuss it, and ask for support and any reasonable adjustments so they can continue to be successful in their roles.
- ♥ Develop a Menopause Workplace Policy and get senior leadership on board:
www.unison.org.uk/content/uploads/2019/10/25831.pdf

Why act now?

According to the Chartered Institute of Personnel and Development it's essential to act now:

- ♥ Support women through the menopause your organisation will benefit from increased engagement and loyalty, as well as lower sickness absence and employee turnover.
- ♥ Fostering an age and gender inclusive workplace will help you tap into the valuable skills and talent that men and women of all ages have to offer.
- ♥ There is a legal duty to ensure working conditions don't exacerbate someone's symptoms - and to protect employees from discrimination.
- ♥ Removing barriers to progression for women could help you to close your gender pay gap.

Resources

- ♥ www.cipd.co.uk/knowledge/culture/well-being/menopause#gref
- ♥ www.som.org.uk/menopause-0
- ♥ www.wellbeingatworksouthwest.co.uk/support-for-your-employees/wellbeing-resources