

# **MENOPAUSE IN THE WORKPLACE**

**A GUIDE TO  
PROACTIVELY  
SUPPORT EMPLOYEES**



## Let's Open The Conversation.

As something that has been made a private matter by society's standards, there has finally been a well-deserved spotlight on menopause and how it affects women at work.

To give you an idea, 30% of women have taken sick leave due to extreme menopause symptoms. 59% of women aged 45 to 55 have said that the symptoms of menopause have negatively impacted them while at work and with 900,000 women leaving their jobs, it is no surprise the time for an open **conversation** and **action** made by employers is **now**.

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## Symptoms And Thoughts.

It is important to know the symptoms and what your employees may be thinking while at work. Thoughts such as 'will my employer understand?', 'how do I share what I am feeling?' and 'should I leave my job?' may cross their minds.

The symptoms of menopause are bladder weakness, skin and bone health changes, hot flushes, night sweats, insomnia, brain fog, loss of concentration, bleeding, increased alcohol, food and sugar intake, weight gain, palpitations, embarrassment, changes in body hair, and mood swings including low mood and anxiety.







## Employers' Responsibilities.

As an employer, you have a legal duty of care to look after your employees. Foster an environment to ensure no problems are trivialised, as some menopause symptoms can be classed as a disability. Employees may feel they are being discriminated against without proper support and care.

To fully support not just your menopausal employees, but every other member of staff around them, we suggest you introduce a menopause policy, carry out risk assessments, consider flexible working and allow staff to have access to support services/counselling.

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## So... Don't Get Left Behind.

With how quickly menopause and how it affects employees has come into the spotlight, many companies such as Kelloggs and Timpson have already made changes to their policies to help support those suffering from symptoms.

Do you want to increase diversity in your business? Supporting colleagues through menopause is one way to keep valuable, experienced women at work. Why wait to start the conversation? [Contact us](#) or [visit our website](#) for more details on what you can do to start today.



# Contact Us - We Would Love To Hear From You!

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