



5 steps to creating a menopause-friendly workplace

Research shows that women of menopausal age are the fastest-growing demographic in the workplace. With three out of four who go through menopause experiencing symptoms, it can have a significant impact on their life - and their work.

A proactive approach from employers can help employees feel more supported at work, increasing productivity and engagement, and contribute to the achievement of wider business goals, such as the attraction and retention of women.



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1. Provide training sessions

Training and education for all employees can help raise awareness and understanding of the menopause and its symptoms, as well as addressing any stigma.

2. Implement a menopause policy

A workplace menopause policy clearly lays out what support employees can expect to receive during menopause. It ensures all employees understand what workplace adjustments and support systems are available to them, so they feel empowered to ask for these.

3. Introduce an occupational health campaign

Running an internal health campaign on the impact of menopause, perhaps around an awareness day such as International Women's Day, will increase employee awareness of the difficulties menopausal women might experience.

4. If your business set-up allows, make flexible working available

Make working life more flexible for women experiencing symptoms. Consider options like work from home, flexible uniform policies, shorter workweeks or asynchronous work schedules.

5. Consider your workplace environment

Think about how you can make your workplace environment menopause-friendly. Some ideas include: access to fans and good ventilation, ability to control the office temperature, clean, well-equipped and comfortable toilet facilities, cold drinking water, tampons and pads in the bathroom and quiet workplace rest areas.



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