

MENOPAUSE IN THE WORKPLACE: GLOBAL CONSENSUS DETAILED RECOMENDATIONS

EUROPEAN
MENOPAUSE
AND
ANDROPAUSE
SOCIETY



MENOPAUSE IS AN INTERNATIONAL EQUALITY
AND DIVERSITY ISSUE

FOR EMPLOYERS & ORGANIZATIONS



- Make health and wellbeing during the menopause a priority for the organization, ensuring a consistent and positive approach.
- Establish and promote a clear business case for ensuring that women with menopausal symptoms which impact on work are not stigmatized or discriminated against and that staff are retained.
- Have a zero-tolerance policy to bullying, harassment, victimization or belittling of women with menopause symptoms.
- Undertake an assessment of how work patterns (e.g. night working, shift patterns) may impact symptoms and allow flexible working arrangements, including the home, wherever possible.
- Ensure provision of training for managers and supervisor son how to have sensitive conversations at work.
- Develop an employment framework that recognizes the potential impact of menopause and provides confidential sources of advice and counselling services.
- Ensure health and wellbeing policies supportive of menopause are incorporated in induction, training and development programs for all new and existing staff.
- Include explicit coverage of menopause in sickness and attendance management policies and ensure women can access workplace healthcare provision, where possible.

FOR MANAGERS/SUPERVISORS & WORKPLACE PRACTICE



- Create an open, inclusive and supportive culture regarding the menopause.
- For difficult problems, human resource functions should work with occupational health professionals if available.
- Allow disclosure of menopausal symptoms but do not assume that every woman wants to talk about them.
- Allow flexibility of dress codes and uniforms using thermally comfortable fabrics.
- Review control over workplace temperature and ventilation (e.g. provision of desk fans) and provide access to cold drinking water.
- Ensure access to clean and private changing and washing facilities as well as toilets.
- For customer-focused or public-facing roles, allow breaks to manage symptoms such as severe hot flushes.

FOR HEALTHCARE PROFESSIONALS (HCPs)



- HCPs should recognize that menopausal symptoms can adversely affect wellbeing, the quality of working life, the ability to work and the desire to continue to work, leading to reduction of working hours, underemployment or unemployment and impact on financial security in later life.
- HCPs should provide evidence-based advice on medical and lifestyle management of menopausal symptoms using national and international guidelines.
- Women living with and beyond cancer experiencing menopausal symptoms should be proactively encouraged to seek specialist advice, if available, as their treatment depend on tumor type.
- Occupational health professionals should provide advice on how to manage menopause and work, and should encourage women with troublesome symptoms to consult their usual health provider to explore individual treatment options.
- Women with a premature menopause should be encouraged to seek specialist services so that specific needs, such as those relating to fertility and osteoporosis, and treatment options can be addressed.

FOR WOMEN/EMPLOYEES WITH MENOPAUSAL SYMPTOMS



- Talk to their line managers, supervisors or designated persons if they experience menopause-related problems that impact on their ability to work.
- Seek help and advice from employee support or advocacy bodies (such as trade unions or professional associations) if they feel their workplace needs are not being acknowledged or supported.
- Use occupational health services or other healthcare/counselling provider services, depending on availability.
- Be aware of state-wide or national equality occupational health and safety legislation and regulation that protects menopausal women at work.
- Consult their usual healthcare provider about symptoms to discuss treatment options and self-help strategies.
- Access evidence-based guidelines for information on menopause care.
- Be involved in the development of health and wellbeing policies to ensure coverage of menopause in the workplace.
- Take part in induction, training and development programs that include coverage of menopause.
- Be involved in formal and informal support groups for women with menopausal symptoms.