

Menopause and the workplace:

Workplace recommendations for employers and managers

Employers need to retain and attract a workforce with experience and valuable skills and talent, and not to lose staff because of the menopause.

Recommendations for organizations

- Make health and wellbeing during the menopause a priority and ensure that staff are retained
- Have a zero-tolerance policy on the bullying, harassment, victimization or belittling of women with menopause symptoms
- Undertake an assessment of how work patterns may impact symptoms
- Ensure menopause is included in staff training to increase awareness
- Develop an employment framework that recognizes the potential impact of the menopause
- Include explicit coverage of menopause in sickness and attendance management policies
- Provide organizational guidance that aligns with legal and policy requirements and fosters an inclusive culture that reduces stigma
- Recognize that menopause experiences vary by gender identity, age at menopause and socioeconomic context

Strategies need to involve all in the workplace and to include occupational health professionals.

Recommendations for managers and supervisors

- Create an open, inclusive and supportive culture regarding the menopause
- Ensure that human resource functions work with occupational health
- Allow flexibility in dress codes and uniforms (especially in relation to thermally comfortable fabrics)
- Review control over workplace temperature and ventilation and provide access to cold drinking water
- Ensure access to clean and private changing and washing facilities and toilets
- Allow breaks to manage symptoms such as severe hot flushes
- Tailor menopause-related workplace accommodations according to job demands, including physical adjustments, flexible working arrangements and access to practical and emotional support

There is a diversity of experience of menopause in the workplace, shaped by not only by menopausal symptoms but also the workplace environment.

Further information

British Menopause Society (2025). Tool for Clinicians. Menopause and the workplace guidance: what to consider <https://thebms.org.uk/wp-content/uploads/2025/12/07-NEW-BMS-TfC-Menopause-and-the-workplace-JULY2025-B.pdf>

EMAS (2021). Global consensus recommendations on menopause in the workplace <https://doi.org/10.1016/j.maturitas.2021.06.006>

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