

Menopause and the workplace:

Workplace recommendations for healthcare professionals and women employees

Menopausal symptoms may have a negative impact on work and the ability to work, leading some women to exit employment or to reduce their working hours, which can have short- and long-term effects on income and security.

Recommendations for healthcare and allied healthcare professionals

- Recognize that menopausal symptoms can adversely affect working life
- Provide evidence-based advice using national and international guidelines

Recommendations for occupational health professionals

- Provide advice on how to manage menopause and work and encourage women to consult their usual health provider if necessary

Recommendations for women

- Talk to line manager or supervisor if menopause-related problems are experienced that impact ability to work
- Seek help and advice from employee support or advocacy bodies and occupational health services, if necessary
- Consultation with a healthcare professional before approaching an employer can help identify appropriate

Commonly reported work-related challenges for menopausal women include poor concentration, fatigue, memory problems, low mood and reduced confidence.

strategies and, where needed, provide supporting documentation

- Talk with co-workers and peers to break down barriers
- Be aware of legislation and regulations for menopausal women at work
- Access evidence-based and up-to-date guidelines for information on menopause care
- Be involved in developing health and wellbeing policies 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

Further information

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

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>

Menopause Café <https://www.menopausecafe.net/>

Society for Women's Health Research (2024). Menopause workplace resource guide for women <https://swhr.org/resources/menopause-workplace-resource-guide-for-women/>