

## ***Menopause In The Workplace - Employers Are Realising The Need To Provide The Correct Supports***



It is expected that a Menopause At Work Policy will be mandatory in the not too distant future for businesses with 250+ staff, a large number of employers are already implementing Menopause policies & supports.

‘According to research carried out by The Menopause Hub, 45 % of women say they feel their menopause symptoms have a negative impact on their work and 47% of women who needed to take a day off work due to their symptoms say they don’t feel comfortable telling their employer the reason why.

Yet, it is estimated that nearly 600,000 women in Ireland are affected by the perimenopause or menopause at any one time, and it appears that employers are finally waking up to the need to provide the correct supports for this huge cross-section of the workforce.’ - [Irish Times](#)

Menopause affects 30% of female Employees In Ireland today, the number of potential menopausal women between the age of 45 and 55 is 239,000 (there are 804,700 women currently in the Irish labour market)

### **Why should employers consider menopause in their workplaces?**

Employers have a duty of care to their employees under health and safety law which includes assessing and considering the specific requirements of employees affected by menopausal symptoms.

A failure to support women affected by menopausal symptoms may contravene certain equality laws, such as age, gender, and disability discrimination.

### **Cost to the Employer**

- Negative impact at work - affects confidence and more
- Absenteeism and Presenteeism
  - 25% will consider giving up work
  - 10% will give up work

### **Symptoms**

Menopausal difficulties experienced include:

- Brain Fog
- Poor concentration
- Memory Loss
- Insomnia & fatigue
- Depression
- Anxiety
- Low energy and hot flushes
- Reduced self-confidence

The above information was sourced from The Menopause Hub

<https://www.themenopausehub.ie/>

## HSE

Most women go through the menopause at some stage in their working life. It's a natural transition in life, but remains a taboo subject that's stopping many women from reaching their full potential.

Work should benefit workers, the organisations they work for, and the communities and societies they live in. This starts with valuing people.

The majority of menopausal women experience symptoms, but everyone is different. Symptoms can fluctuate and be felt to varying degrees.

Experiencing any of the typical symptoms can pose a challenge for women as they go about their daily lives, including at work.

- [www.hse.ie/eng/health/az/m/menopause/](http://www.hse.ie/eng/health/az/m/menopause/)
- <https://www2.hse.ie/conditions/menopause/>
- <https://www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/>
- <https://healthservice.hse.ie/staff/benefits-and-services/employee-assistance-programme-staff-counselling/>
- [www.healthpromotion.ie/hp-files/docs/HPM00069.pdf](http://www.healthpromotion.ie/hp-files/docs/HPM00069.pdf)
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- [www.talkingmenopause.co.uk/](http://www.talkingmenopause.co.uk/)