

MENOPAUSE IN THE WORKPLACE

SUPPORT PACK FOR EMPLOYERS



Dungarvan &
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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.

The above information was sourced from The Menopause Hub

‘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 degree.

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

(HSE) <https://www.hse.ie/eng/staff/resources/diversity/menopause-leaflet.pdf>

What Employers Can Do:

Employers are being encouraged to offer support and awareness to employees who may be experiencing menopause or perimenopause. This could include:

- Internal guidance/ policies/ procedures under HR practices can be included in the employee handbook.
- Information about the menopause itself and the symptoms and experiences that women may have. This would not just be aimed at women experiencing this phase, but an awareness guide for all staff, in particular where there may be supervisors and line managers responsible for the health, well being of their team & awareness around dignity at work for all ages and stages.
- Information around the different menopausal phases peri-and post-menopause.
- Inclusion around the difficulties women may experience at work and their coping strategies.
- Policies around support that can be offered for example, work from home arrangement, move employee desks, compromise on full uniform.
- Acknowledgement that women may not feel comfortable disclosing their menopause, particularly to a male and/or younger line manager. Guidance on what should happen if this is the case.

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Useful Resources - Keep Up To Date:

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

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/>

www.healthpromotion.ie/hp-files/docs/HPM00069.pdf

www.menopausedoctor.co.uk/menopause/

www.nhs.uk/conditions/menopause/

www.menopauseintheworkplace.co.uk

www.menopausematters.co.uk/

www.talkingmenopause.co.uk/

<https://www.womens-health-concern.org/help-and-advice/menopause-in-the-workplace/>

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