



MENOPAUSE IN THE WORKPLACE

SUPPORT PACK FOR EMPLOYERS

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

'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).

It is expected that a Menopause At Work Policy will be mandatory in the not too distant future for businesses with 250+ staff.

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.

Menopause in The Workplace, 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



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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:

www.themenopausehub.ie/

www.gov.ie/menopause

www.hse.ie/eng/health/az/m/menopause/

www2.hse.ie/conditions/menopause/

hwww.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/

www.womens-health-concern.org/help-and-advice/menopause-in-the-workplace/

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