



Menopause in the workplace

Employer guide

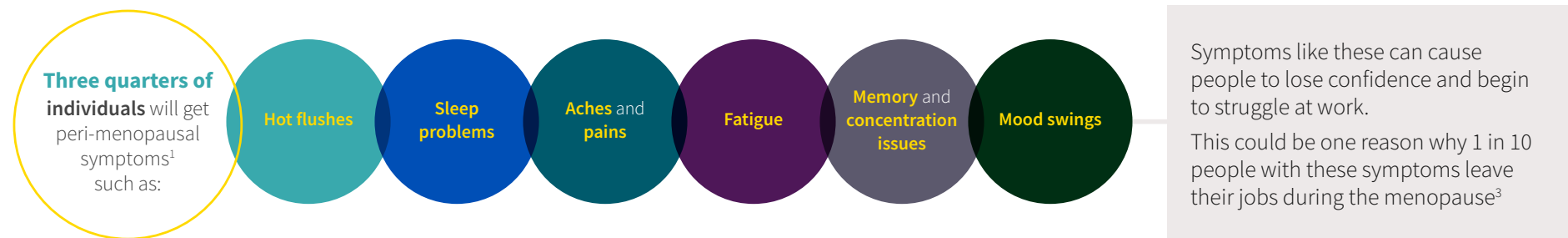


Your employees and the menopause

Not too long ago, the menopause was something people didn't really talk about in the workplace. But we've come a long way in recent years... and more employers recognise that supporting people through the menopause makes sense for everyone.

Of all the age and gender groups in the workplace, the numbers of women over 50 are growing the fastest. Helping to keep these people comfortable and productive at work isn't just the right thing to do, it's good business too.

Women over the age of 50 are the fastest growing segment in the UK workforce. For every ten women who experience menopausal symptoms, six say it has a negative effect on their work.²



1. <https://www.gov.uk/government/publications/help-and-support-for-older-workers/help-and-support-for-older-workers.menopause>

2. www.rdash.nhs.uk/support-and-advice/health-wellbeing/menopause

3. Menopause in the Workplace, The Fawcett Society, April 2022.

Practical matters

The good news is that there are simple steps an employer can take to help their employees feel comfortable and confident during the menopause transition.

Training and culture

- ✔ Line manager training is important. Your workplace benefits provider may be able to help you with this. Employees need to feel that they can talk to someone who will be supportive and approachable if they want to discuss how menopause symptoms are affecting them personally.
- ✔ If your business has a progressive, supportive culture, then that can help employees experiencing symptoms with issues such as concentration and memory, which can affect their confidence and mental health. Plus educating and supporting other employees in how to help people who are going through the menopause - whether that is a colleague, friend, partner or another member of the family. It's a good idea to make it clear they can swap a shift at short notice, or change their hours, when this is most needed.
- ✔ Consider agreeing for affected employees to take more rest breaks - or the chance to sit out meetings - if needed.



Practical matters

Working conditions

- ✓ Flexible working hours can be helpful for employees with sleep issues.
- ✓ Working from home can help employees with menopause related urinary incontinence, or heavy menstrual bleeding which can require a change of clothing in the workplace.
- ✓ Desk fans can provide relief from hot flushes.
- ✓ Think about locations - so affected people can be based closer to easily accessible toilets, washrooms or drinking water outlets.
- ✓ Relaxing dress codes or uniform requirements can also help - allowing employees to wear cooler or looser fitting clothing.

Useful information

- ✓ All these potential solutions issues could be incorporated into an employer menopause policy or guidance.
- ✓ Let your employees know where they can find the information they need.





Download our new employee guide

Help your employees find accurate information on the menopause, such as Aviva's '[Guide to the menopause](#)'

As a leading insurer, we want to make sure we're helping address the health issues that matter most to the UK's diverse workforce. Menopause can be a deeply personal issue which requires personal management.

We hope that you find the information useful for you and your employees.

The Aviva Health team

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