

# Menopause in the Workplace

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**Menopause** is a **midlife event** that can be experienced by cisgendered women, transgender men, non-binary people, and others.

**53.5%** of women experience at least **one severe symptom**, defined as a symptom that **decreases** their quality of life.



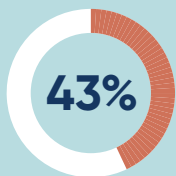
There are **34** **RECOGNIZED MENOPAUSAL SYMPTOMS**

## EXAMPLES

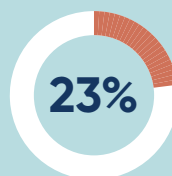
- night sweats
- erratic periods
- irritability
- aches and pains
- forgetfulness

## TOP 5 MOST COMMON SYMPTOMS THAT CAUSED PROBLEMS AT WORK

- 1 fatigue **40.3%**
- 2 hot flashes **35.1%**
- 3 focus and concentration **34.3%**
- 4 anxiety and worry **31.9%**
- 5 insomnia **29.5%**



of women experiencing severe symptoms were **more likely to have left work all together**



were **more likely to reduce their hours.**

(2018 study of ~3000 perimenopausal/menopausal women)

## WHAT EMPLOYERS CAN DO

- ✓ **Disclosure** should always be a personal choice
- ✓ Have an **accommodation policy**
- ✓ **Raise awareness** about menopause in the workplace
- ✓ **Training** for line managers especially
- ✓ **Absence policies** should be **tailored**
- ✓ **Support groups**, eg. Menopause cafes
- ✓ **Flexible working arrangements** including home-working support

## ✓ Environmental adjustments like:

- Fans and good ventilation
- Temperature control
- Clean, comfortable well-equipped bathrooms
- Cold drinking water
- Menopause-friendly food and drink
- Decaffeinated hot drinks
- Lighter, layered, non-synthetic workwear
- Rest areas for decompression as needed
- Natural light



Work Wellness Institute  
L'institut de bien-être au travail