



# LET'S TALK ABOUT MENOPAUSE AT WORK.

## THE MENOPAUSE IS A KEY WORKPLACE ISSUE.

**13 MILLION**  
menopausal  
women  
in the UK

**3.5 MILLION**  
menopausal women are the  
fastest-growing demographic  
in the workplace and are  
staying in work longer

**NINE OUT OF 10**  
women say the menopause  
has adversely affected  
their work

**It is an employer's duty under the Health & Safety at Work act 1974 to guarantee the health, safety and wellbeing of their staff whilst at work.**

**Women experiencing menopausal symptoms may need support, understanding and a few simple adjustments to allow them to carry out their job effectively and safely. Women should never be pushed out of work or have their hours reduced, further widening the gender pay gap, because of menopausal symptoms.**

**Unite is demanding that employers understand their responsibilities, comply with requirements of the regulations, and promote menopause friendly workplaces.**



**For further information visit:**  
**[www.unitetheunion.org/equalities](http://www.unitetheunion.org/equalities)**  
**Email: [equalities@unitetheunion.org](mailto:equalities@unitetheunion.org) or ring: 020 7611 2635**

## WHY IS UNITE CAMPAIGNING?

**We aim to raise awareness and support members through our network of workplace reps to ensure employers address the issue of menopause through the introduction and enforcement of positive policies. We have introduced a standalone model policy that reps can bring to the bargaining table and health and safety forums.**

**We cannot allow employers to ignore this issue and need to drive the introduction of positive menopause policies as a commitment to women's health and safety.**

**Overcoming additional barriers:**

**Employees on insecure contracts need to be reassured that they can raise the issue of their menopausal symptoms or ask for adjustments at work and not be concerned that this will affect their job security. Women who do not have English as their first language may have more difficulty in communicating symptoms or issues they are experiencing.**

**Similarly, trans+ workers need a culture which encourages confidence that matters will be dealt with sympathetically. These issues may make it more difficult to ask for support or adjustments at work or access medical advice.**

### EMPLOYERS SHOULD:

#### **ADOPT A WORKPLACE MENOPAUSE POLICY, IN DISCUSSION WITH THE UNION, COMMITTING TO:**

- Information and support for all workers experiencing menopause and menopausal symptoms
- Tackling the stigma and taboo around the menopause
- Risk assessments taking into account individual needs
- Proactive approach to workplace adjustments
- Training and awareness raising for all staff
- Confidential, named contact for women to speak to
- Encourage workers to seek advice, guidance and representation from their union
- Introduce menopause champions

### THERE ARE MANY EXAMPLES OF SPECIFIC ACTIONS TO SUPPORT WOMEN GOING THROUGH THE MENOPAUSE, INCLUDING:

- Flexibility – start and finish times
- Breaks, including toilet breaks when needed
- Private rest area
- Working from home
- Granting paid time off
- Changing duties
- Reviewing the sickness absence policy, ensuring it does not discriminate
- Adjusting work environment; changing position of/adapting workstation (by the window, provide fan)
- Looking at workplace temperature
- Suitable Uniform and PPE
- Ensuring safe, clean, accessible and private toilet, washing and changing facilities with sufficient sanitary products
- Occupational health support
- Paid time off for medical appointments and treatments

## JOIN US

**Get involved and promote awareness. Speak to your union rep if you aren't already involved and together, let's make menopause a key workplace issue!**

**Download a copy of Unite's model agreement with checklist and risk assessment.**



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