

# 10 ways employers can support workers going through the menopause

Employers can take steps to support workers who are going through the menopause, including:

- training for line managers and raising general awareness for all staff
- environmental conditions: ensuring suitable workplace temperatures and ventilation and that workstations are appropriately designed
- access to cold drinking water
- flexibility around rest breaks
- provision of suitable personal protective equipment or workplace uniforms
- flexible working options
- adjustments to workloads and tasks
- adjustments to sick absence policies and practices
- risk assessments specifically addressing menopausal symptoms and work-related stress
- training risk assessors in factors affecting men's and women's health and safety.

Many of these adjustments should cause little problems for the employer to implement and may benefit everybody.

Raising awareness and tackling the stigma surrounding the menopause would demonstrate commitment to providing a safe and healthy workplace.



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MEN  
+ ♀  
PAUSE