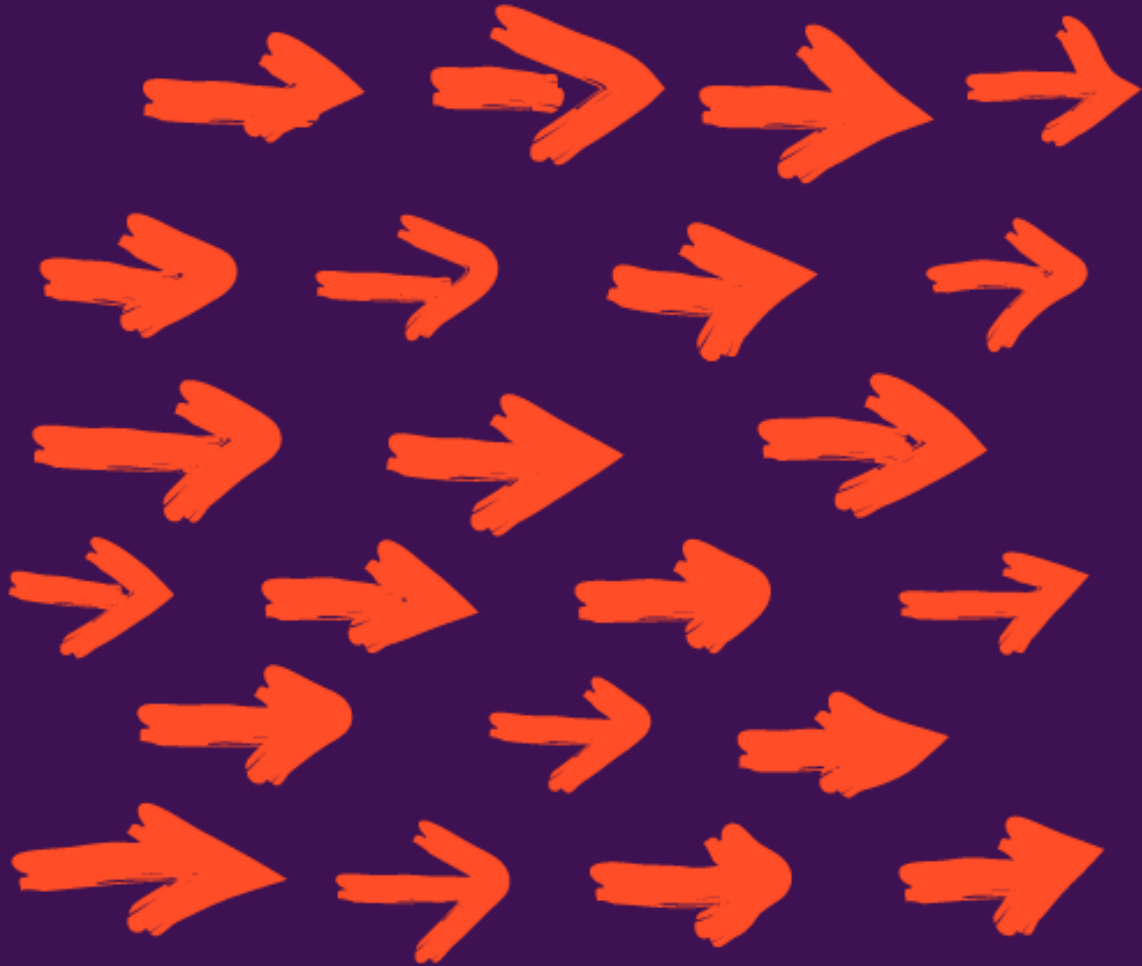


CIPD



NOCA: Menopause Aware Workplaces

Date: 8th May

Speakers: Claire McCartney and
Rachel Suff CIPD,

The CIPD

**A partner and
a voice for
people
professionals**

**Almost 160,000
members
worldwide and
5,000+ volunteers
and associates**

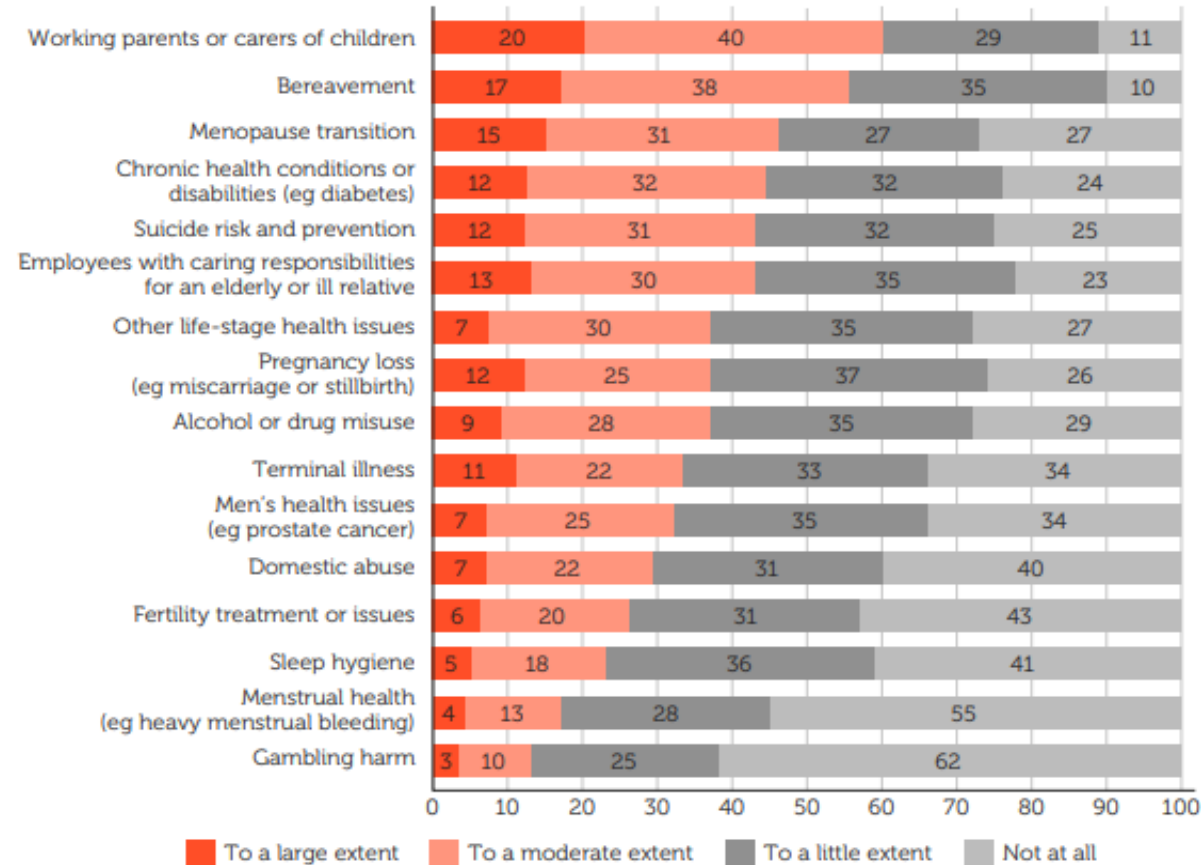
**Offices in the
UK, Ireland,
Middle East
and Asia**

**All committed
to championing
better work and
working lives**

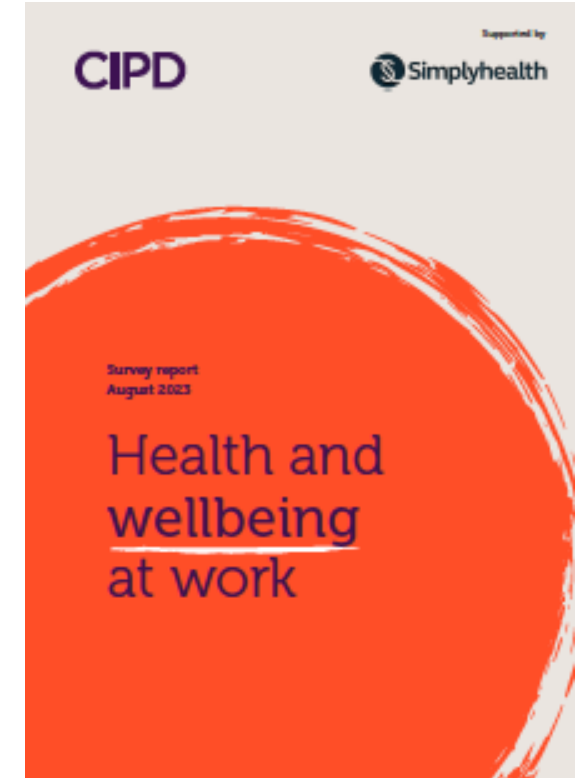
Women's health at work - there are challenges but also great opportunities

Support for reproductive and women's health at work is very variable

Figure 10: Does your organisation's health and wellbeing activity include provision (eg policies, guidance, awareness-raising or line manager training) for any of the following? (%)



Base: 649 (organisations that take steps to improve employee health and wellbeing).



Creating menopause-friendly workplaces





Supporting Public Policy Reform

- The CIPD launched its Menopause Workplace Manifesto in UK Parliament 2019 - and are now collaborating with the UK Menopause Employment Champion, Helen Tomlinson
 - We have submitted responses to several Government consultations incl the Women's Health Strategy for England
 - We have contributed to Government Taskforces and worked with the NHS on workforce training & development framework
 - We have supported several PMB's related to Women's and reproductive health, incl Paid miscarriage leave, time off for fertility appts
 - Practical workplace guidance and survey insights on a range of relevant health and wellbeing areas
-

Key message

“ Menopause is an entirely natural but sometimes difficult period affecting 51% of the population. But this is not a time to step down, step back or step out of working life. Women over 50 are the fastest growing demographic in the workplace & when employers provide education & allyship which creates cultural change they can go on to have arguably the most productive & fulfilling time in their careers.

”

Helen Tomlinson

Head of Talent&Inclusion – The Adecco Group
Menopause Employment Champion – UK Government



EUROPEAN
MENOPAUSE
AND
ANDROPAUSE
SOCIETY



14th European Congress on
Menopause and Andropause
3 – 5 May 2023 | Florence, Italy

Sharing Expertise for Changing Times



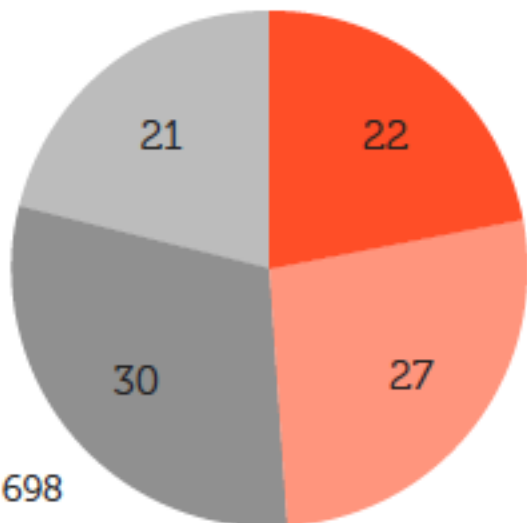
2023.emas-online.org

Why is the menopause a workplace issue?

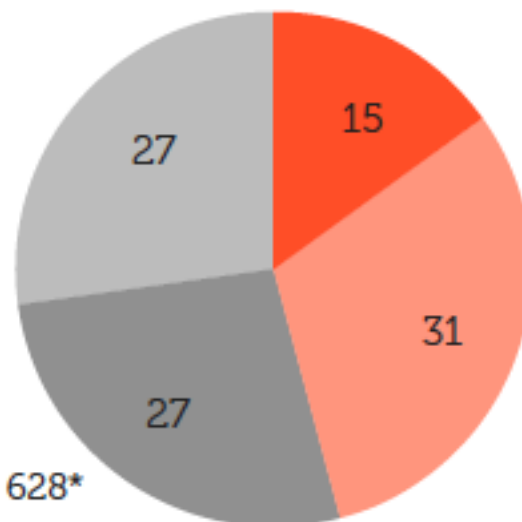
- Menopause is a genuine fluctuating health condition for many
- Around 6 million women aged 40-60 in work in the UK
- Key recruitment and retention issue to tap into female talent
- Strong compliance case - employers have a duty of care for employees' health and wellbeing and under UK equalities law
- It's the right thing to do!



Support for menopause transition at work is on the up!



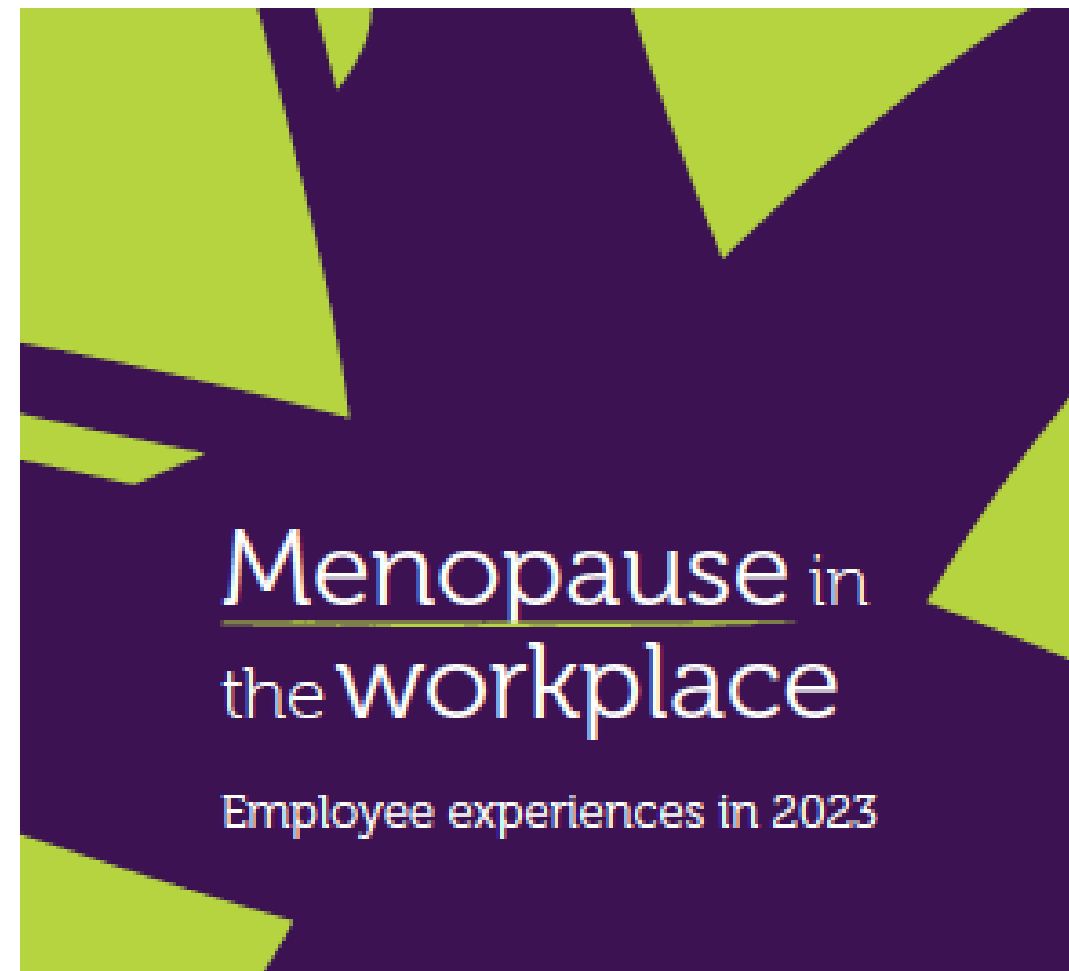
Around half (49%) of organisations ‘encourage an open and supportive climate where people can talk about menopause transition’



46% of organisations’ wellbeing activity includes provision for menopause transition



The gap in
menopause
provision needs to
close completely



Lack of support can have serious consequences for career progression

More than 1 in 4 (27%) women with menopause symptoms - equating to an estimated 1.2 million, think menopause has had a negative impact on their career progression.

“I have been unable to continue a career which I had developed over a period of 25-plus years due to being unsupported with symptoms of brain fog/extreme fatigue/mood swings/stress and this has led to me having to take part-time low-paid work”



Wider impacts on work and wellbeing

- Almost 1 in 4 (23%) have considered leaving work, or have left work, due to a lack of support for their menopause symptoms
- Having a disability or long-term health condition can exacerbate the impact of not having support in place
- Individuals who feel unsupported by their employer, manager and colleagues are significantly more likely to report an increased amount of pressure and stress
- Over half (53%) have been unable to go into work at some point due to their menopause symptoms
- Many felt unable to tell their manager the real reason for their absence



Support and understanding can make a huge difference to how people manage work and menopause symptoms

CIPD



Most valued types of support to manage menopause symptoms



Creating a menopause-friendly workplace

Open up the culture and start talking

Develop a supportive framework

Manage health/absence

Educate and train line managers





Thank you