

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

If you clapped for a female NHS key worker in lockdown, they would probably be menopausal: around 50% of nurses are over 50 years old.

It is an employer's responsibility under the Health & Safety at Work Act 1978 to ensure the wellbeing of their staff and that those experiencing menopause symptoms are supported at work. Often a few simple adjustments can help women manage their symptoms while doing their job.

Women should never be pushed out of work or have their hours reduced, further widening the gender pay gap, because of the menopause.



For further information visit:

www.unitetheunion.org/equalities

Email: equalities@unitetheunion.org or ring: 020 7611 2635

WHY IS UNITE CAMPAIGNING?

Unite is demanding employers understand their responsibilities and promote a menopause friendly workplace.

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 a first language may have more difficulty in communicating symptoms or difficulties they are experiencing.

Similarly, trans+ workers need a culture which encourages confidence that issues 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 their union, committing to:

- Information and support for all workers experiencing menopause and menopausal symptoms
- Tackling the stigma and taboo around 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 in the menopause, including:

- Flexibility – start and finish times
- Women can take breaks, including toilet breaks when needed
- Private rest area
- Working from home
- Granting paid time off
- Changing duties
- Sickness absence policy: review to ensure that it does not discriminate
- Adjust work environment; change position of/ adapt 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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