



# LET'S TALK MENOPAUSE

## Why this matters to the CIPD

The CIPD's purpose is to champion better work and working lives.

Work should benefit workers, the organisations they work for, and the communities and societies they live in. This starts with valuing people – both our contribution to business success and our fundamental right to lead a fulfilling and healthy working life.

**Find out more at [cipd.co.uk/about](https://cipd.co.uk/about)**

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## Could the menopause be holding you or a colleague back?

For every ten women experiencing menopausal symptoms, six report that it has a negative impact on their work.

With the right support, there's no need for women to press pause on their career during this natural transition. But many women will continue to suffer in silence unless we break the taboo and start talking openly about the menopause at work.

**Find out how you can help...**

DID YOU KNOW?



## SIX IN TEN

menopausal women say their symptoms have had a **negative impact on their work.**



## ONE IN FOUR

say they don't get the support they need from their manager.

...IT CAN CAUSE



MEMORY LOSS

ANXIETY

HEADACHES

DEPRESSION

DIFFICULTY SLEEPING

“ If I hadn't shared my experiences of the menopause at work, I'd never have come across the support and guidance I needed. It changed the way I felt about my own mental health. ”

- Kirstie Williams  
experienced the menopause at the age of 42 following cancer treatment.

Join the conversation **#MenopauseAtWork**

## Supporting a colleague through the menopause is easy

DO



- Do your homework: make sure you know the facts.
- Do talk about the menopause - It can help reduce symptoms.
- Do review our top tips on how to approach a sensitive conversation.
- Do ask your employer for a risk assessment.
- Do make adjustments to the work environment or patterns.
- Do keep an open mind and be flexible.

DON'T



- Don't make assumptions.
- Don't shy away from talking about the menopause.
- Don't focus on the problem, focus on solutions instead.
- Don't share any personal information without consent.
- Don't address poor performance without first addressing any health issues.
- Don't offer medical advice but do suggest relevant support.

Small things can make a big difference, find out how at [cipd.co.uk/menopause](https://www.cipd.co.uk/menopause)

