

Menopause at Work: A Brief Overview of the Business Case

The majority of your workforce who identify as female will go through menopause.

Many people are unwilling to disclose menopause related health issues to their line managers.

The 2017 'Effects of menopause transition on women's economic participation in the UK' research report concludes the negative impact of menopause symptoms to include lower productivity, problems with time management and reduced job satisfaction.

Whilst menopause is not an illness, symptoms can lead to changes in both physical and mental health. These can affect how a person works and their relationship with colleagues.

Symptoms of menopause typically last between 4 and 8 years and common examples reported include:

- Poor memory and concentration resulting in a drop in performance and productivity.
- Sleep disturbance which has been proven to affect memory, the ability to think strategically and manage moods.
- Hot flushes which are uncomfortable and embarrassing. Women can lack confidence in work situations when concerned about breaking into a sweat.

Women aged 50 – 64 are the fastest growing economically active group in the UK.

Oxford Economics 2014 report concluded the cost of replacing a member of staff to be over £30,000.

Protection for people working through menopause falls under the 2010 Equality Act and there have been high profile cases where women have successfully taken their employers to tribunal including:

- 2012 Merchant v BT
- 2018 Davies v Scottish Courts & Tribunal Service