



Menopause in the workplace

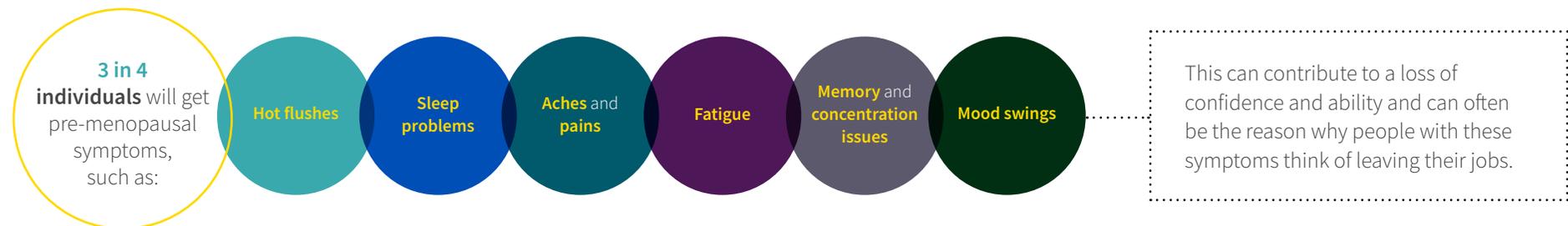
Employer guide

Your employees and the menopause

The menopause can be an uncomfortable subject for many employers, but we've come a long way in recent years. There was once a conspiracy of silence around the menopause, but like sexism, ageism and mental health, the menopause is now a topic that everyone can be confident in discussing in today's modern workplace. Why?

Menopause: scale and symptoms

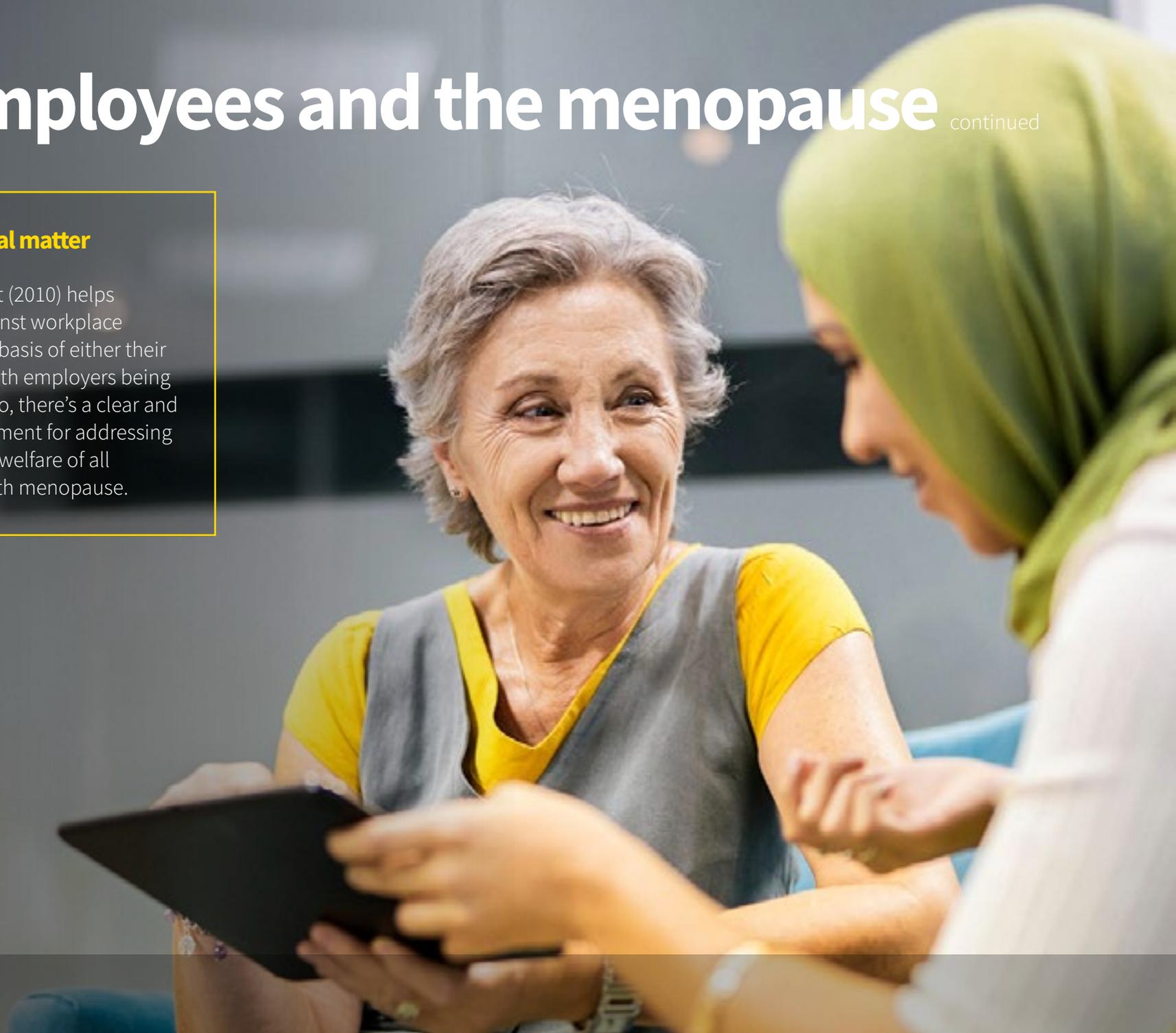
Statistics show women over 50 are the fastest-growing UK workplace demographic. In 2020, five million women aged over 50 are in the workforce. That's 38% more than the previous decade.



Your employees and the menopause continued

Menopause is a legal matter

In law, the Equality Act (2010) helps safeguard people against workplace discrimination on the basis of either their gender or their age, with employers being fined in some cases. So, there's a clear and unambiguous requirement for addressing the health, safety and welfare of all employees dealing with menopause.



Practical matters

There are many things employers can do to help employees during the menopause transition. Here are some examples:

Training and culture

- ✓ Line manager training is important. Understanding symptoms and offering help is crucial. Being supportive and easily approachable to discuss an employee's personal experiences with the menopause and any associated issues.
- ✓ If your business has a progressive, supportive culture, then that can help employees experiencing symptoms with issues such as concentration and memory, which can impact on confidence and mental health. Plus educating and supporting other employees in how to support those who are going through the menopause - whether that is a colleague, friend, partner or another member of the family.

Working conditions

- ✓ Flexible working hours can be helpful for employees with sleep issues.
- ✓ Working from home can help employees with menopause-related urinary incontinence, or heavy menstrual bleeding which can require a change of clothing in the workplace.
- ✓ Desk fans can provide relief from hot flushes.

Useful information

- ✓ All these potential solutions issues could be incorporated into an employer menopause policy or guidance.
- ✓ Let your employees know where they can find the information they need.

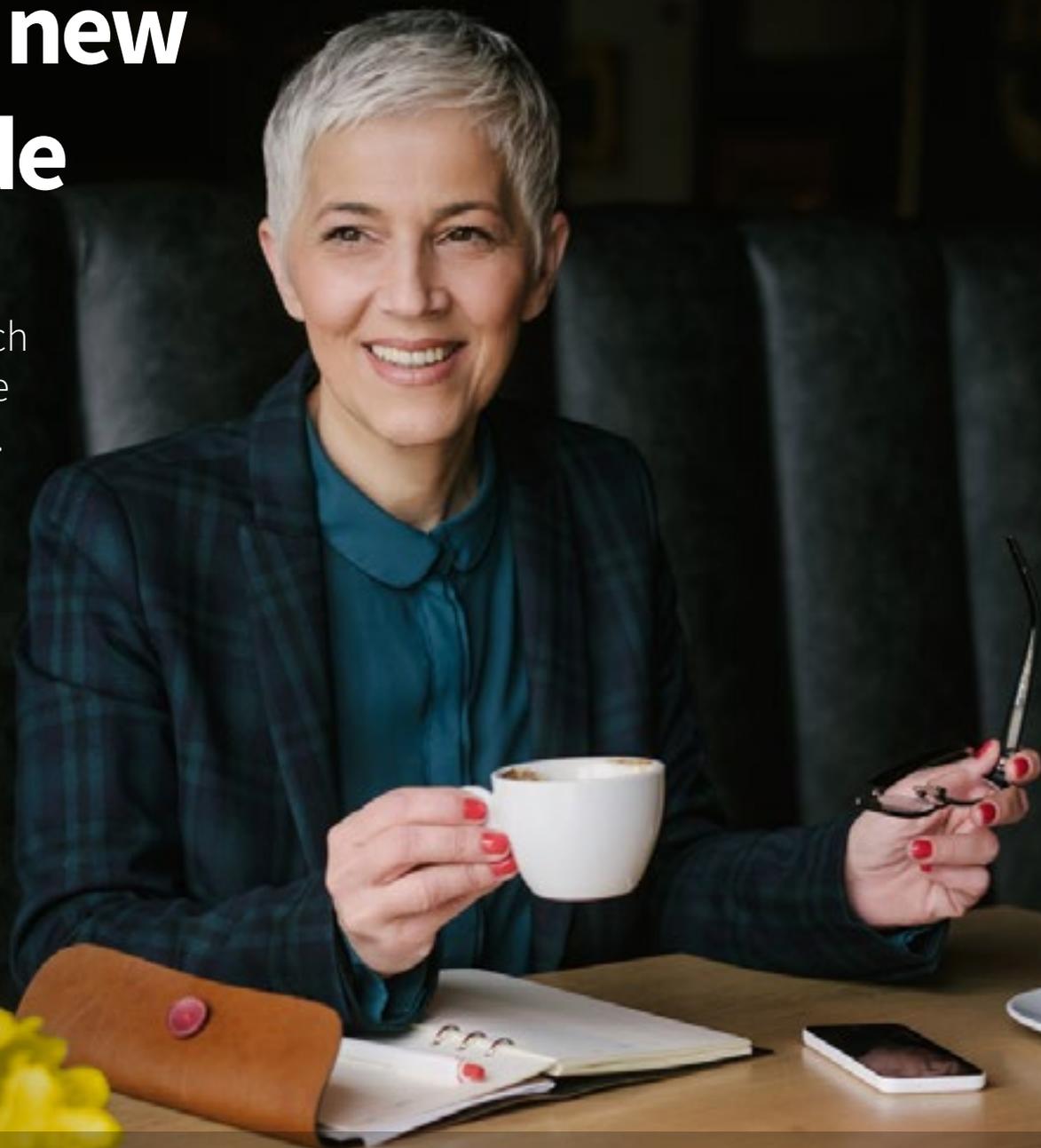
Download our new employee guide

Help your employees find accurate information on the menopause, such as the new Aviva guide, 'Menopause in the workplace - Employee Guide'.

As a leading insurer, we constantly assess topical health issues of direct relevance for the UK's diverse workforce. Menopause can be a deeply personal issue which requires personal management.

We hope that you find the information useful for you and your employees.

The Aviva Health team



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