

Menopause Factsheet

Brief overview

Menopause is a natural biological process marking the end of menstrual cycles. It typically occurs in their late 40s or early 50s, leading to a range of physical and emotional changes due to hormonal shifts.

Workplace considerations

- 1. Awareness and Education** - Foster awareness and understanding of menopause to create a supportive workplace environment.
- 2. Symptom Recognition** - Acknowledge and recognize common symptoms of menopause, including hot flashes, mood swings, and sleep disturbances.
- 3. Flexible Work Arrangements** - Provide flexible work arrangements, allowing employees to manage symptoms and prioritize well-being.
- 4. Open Communication** - Encourage open communication between employees and supervisors about menopause-related needs, fostering a supportive dialogue.
- 5. Mental Health Support** - Include mental health support in employee assistance programs to address the emotional aspects of menopause.
- 6. Accommodations for Fatigue** - Consider accommodations for fatigue, such as adjustments to work schedules or workload during challenging periods.

Notable dates

18th October - World Menopause Day