

CIPD



Let's talk menopause

Could the menopause be holding you or a colleague back?

Two-thirds (67%) of women (aged 40 to 60 in employment) with experience of menopausal symptoms say they have had a mostly negative effect on them at work.

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

Find out how you can help...

Did you know



Two in three

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



Join the conversation [#MenopauseAtWork](#)

Supporting a colleague though 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 problems, focus on the individual.
- 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.org/en/topics/menopause/](https://www.cipd.org/en/topics/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

CIPD

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