

Menopause Transitions in the Workplace

Presented by Dr Andrea Davies,
Deborah Garlick & Dr Vanessa Beck

TUC

Changing the world
of work for good

3 ways to participate

- **Ask questions** and vote for your favourite – links below this presentation
- **Answer the polls** – link below this presentation
- **Comment and chat** – click on 'Say something nice' (bottom-right)

What today's webinar will be about

1. Background to the rise in attention to menopause at work
2. Why is it relevant to workplaces and union reps?
3. What are the key findings from our report for the Government Equality Office?
4. What can be done in workplaces and by union reps?
5. Q&A about menopause at work

Rising attention to menopause at work

How we came to be interested in menopause transitions at work

Serendipity: working with Deborah (<https://menopauseintheworkplace.co.uk>) and Sue Fish

Increasing attention in the media

- **The good:** Severn Trent, E.ON, Police Service, The Women's Business Council toolkit, Occupational Health Nurses groups, University of Leicester
- **The bad and the ugly:** Ben Broadbent, deputy governor of the Bank of England suggested Britain's economy is entering a "menopausal" phase (Telegraph interview)

Why is menopause relevant to workplaces and union reps?

Demographic case: rise in older, especially older female, workers affects everybody in the workplace irrespective of age and gender

Legal case: successful cases (though not all)

- Merchant vs. BT
- Davies vs Scottish Courts and Tribunals Service (SCTS)

Social responsibility case: it's the right thing to do!

- Also: compare maternity leave

Business case

- The cost of replacing workers

What are the key findings from our report for the Government Equality Office?

The relationship between menopause transition and employment works in both directions:

- Effects of menopause at work
- Effects of work on menopause

Physical symptoms

Psychological symptoms

What can be done?

Changing attitudes and culture around menopause

- Raise awareness and education(line managers and colleagues)
- Making menopause an unremarkable conversation

Policy or Guidance

- Example of policy: University of Leicester
- Example of guidance: Severn Trent

A 'cafeteria' of approaches, varying in expenses and complexity

- Fans, cold water
- Natural light and fresh air
- Change in uniforms, flexible work arrangements, time banks

Q&As and stories about menopause at work

What is your favourite...

- Menopause policy?
- Menopause-friendly workplace?
- Coping strategy developed by a woman experiencing menopause transition?
- Approach to tackling the taboo surrounding menopause in workplaces?
- Awkward moment in relation to menopause?

Our contact details

Vanessa: v.beck@bristol.ac.uk

Andrea: a.davies@le.ac.uk

Deborah: Deborah@Henpicked.net

Jo: joanna.brewis@open.ac.uk



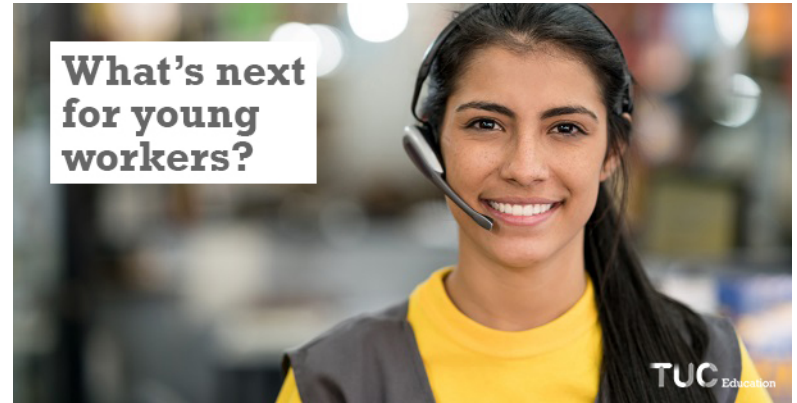
Next webinar

Young Workers Project Update!

June 28th 2018, 3pm

Register today!

Subscribe to TUC Education on Crowdcast to be notified or check back on tuceducation.org.uk



The logo consists of the letters 'TUC' in a bold, sans-serif font. Each letter is rendered with a 3D effect, appearing to be made of a translucent material with a white-to-purple gradient. The letters are slightly offset from each other, creating a sense of depth and movement. The 'T' is on the left, 'U' is in the middle, and 'C' is on the right.

Changing the world
of work for good