

MENOPAUSE IN THE WORKPLACE

In partnership with
 BNY MELLON



- **HOW THE MENOPAUSE IMPACTS PEOPLE'S LIVES**
- **HOW TO NORMALISE THE CONVERSATION**
- **HOW TO SUPPORT COLLEAGUES**

NORTHERN
POWER
WOMEN

Hosted by Simone Roche MBE

Panellists: Heather Jackson, GenM & Louise Hosker, BNY Mellon

What was discussed?

Menopause is a normal part of ageing and in order to create a more inclusive working environment it is important to stop treating it as a taboo topic.

Menopause impacts people regardless of ethnicity, culture, nationality, religion. It can be more common in black women to start menopause early and have stronger experiences of some symptoms than others.

Employers must be willing to have these conversations and support their teams. It's an employer's responsibility to support employees at work.

Why do people need to be educated on menopause?

- 80% of women say that they are, or were unprepared for menopause
- 66% say they knew nothing or very little about the menopause beforehand
- There are 48 symptoms of menopause, medical, credible and clinical yet women, never mind men, can generally only name three to five of them
- There is a need to understand menopause in relationship with socioeconomic background so that all women can thrive throughout the menopause.

Heather Jackson's Comments

"Don't look at menopause as a workplace issue, look at it as a societal issue. Don't look at blaming anyone for it. We are where we are. Let's all come together and work out what we need to do to ensure that we don't just have a menopause, we have a great menopause."

Heather also highlighted the impact it has on men as she tells a heart-breaking story about a man who lost his wife to suicide due to the symptoms of menopause (without realising this was the cause at the time) and how men can come to understand menopause better and what they can do.

Louise Hosker's Comments

"From my perspective, this conversation is so so important, both, internal to our workplace, but also external to our social communities, because families, husbands or partners are also significantly impacted by this."

"Half the population will go through the menopause and it's a really difficult situation for some people, but it shouldn't be. It should be easy. It should be a conversation that people have without any stigma attached to it."

"The only thing I can say is don't think you're alone. Talk to somebody and just say to yourself, look, this is another challenge in life."

Useful Resources from the Webinar

- [Menopause Friendly Clothing](#)
- [Menopause Symptom Checker](#)
- [GenM Invisibility Report](#)
- [Menopause Whilst Black Podcast](#)