

How to Support Menopausal Women in Your Workforce



Ideas for how benefits leaders can support menopausal women in their workforce

Women in menopause have [almost 3 times a higher risk](#) of cardiovascular issues, including heart attacks, than premenopausal women of the same age. Implement one or a few of the ideas below in your workplace to help support the women in your workforce.

1. **[Educate yourself and your team on menopause](#)**: Learn about the various symptoms of menopause, such as hot flashes, mood changes, and night sweats – and lesser known information such as its impact on heart health – to better understand what your workforce may be going through.
2. **Create a supportive culture**: Promote a culture that values open communication and encourage your workforce to speak up about any issues they may be facing related to menopause by removing any stigma around it.
 - a. **Normalize discussions**: Encourage open conversations about menopause in team meetings, wellness programs, or dedicated support groups.
 - b. **Train managers and supervisors**: Emphasize empathy, understanding, and equip managers with the knowledge and skills to support employees experiencing menopause symptoms.
 - c. **Lead by example**: Openly discuss menopause, showing support and understanding. By sharing personal experiences or being an advocate for menopause awareness, you can help break down the stigma and encourage others to do the same.



3. **Offer flexible work arrangements:** Offering flexible work arrangements, such as remote work or flexible hours, can help your workforce get the care they need to address symptoms, increased heart risk, and other impacts of menopause.
4. **Provide access to resources:** Provide access to resources such as books, websites, apps, and employee resource groups that offer information and tips on managing symptoms.
5. **Encourage self-care:** Encourage your workforce to take care of themselves by promoting healthy habits such as regular exercise, healthy eating, and good sleep habits. You can also offer employee benefits such as digital health programs that help them learn and build healthy habits.
6. **Offer support for mental health:** Menopause can be a challenging time of change and it may also have an impact on mental health. Offer support by providing access to mental health resources.
7. **Provide temperature control:** Ensure that your office or worksite is comfortable by offering temperature control and access to fans or cool areas.
8. **Allow breaks:** Allow your workforce to take breaks or step away from their work when they need to manage their symptoms, and make them feel comfortable doing so without worry of judgment.
9. **Be flexible with deadlines:** Be understanding of employees who may need additional time to complete tasks due to menopause symptoms.
10. **Support women's health:** Advocate for women's health issues, including menopause, in the workplace by offering health benefits that cover menopause-related care.