

18^η Συνάντηση

Δικτύου Επαγγελματιών Εργασιακών Σχέσεων και Διεύθυνσης Ανθρώπινου Δυναμικού

9 Δεκεμβρίου 2025 Χώρος: ΠΟΕΔ



Με τη συγχρηματοδότηση
της Ευρωπαϊκής Ένωσης



Κυπριακή Δημοκρατία

9/12/2025

1



Υγιείς Εργασιακές Σχέσεις
ΣΥΓΧΡΟΝΕΣ ΕΠΙΧΕΙΡΗΣΕΙΣ
III



Εμμηνόπαυση στο χώρο εργασίας: Εργασιακή ευημερία και ενδυνάμωση

Μάχη Σολωμού

Certified Menopause Champion

British High Commission

AIPFE Cyprus-Women of Europe, Board Member



Με τη συγχρηματοδότηση
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III




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A WOMAN'S LIFE CYCLE



WHAT SEASON AM I?

PERIMENOPAUSE	MENOPAUSE	POST-MENOPAUSE
Early 40s. Typically lasts 4-8 years. Unpredictable & challenging symptoms.	Once 12 consecutive months have passed after the last menstrual cycle.	Symptoms may ease but linger for 10+ years.
		

MENOPAUSE SYMPTOMS



Psychological symptoms:

mood swings, anxiety, depression, brain fog, panic attacks, loss of confidence, reduced concentration.

Physical symptoms:

hot flashes, muscle & joint problems, sleep disturbance, weight gain.

IMPACT AT WORK

- The depletion of estrogen throws a curveball in our life.
- Our brain cells start to unplug- brain fog.
- Difficulty sleeping- lower energy level, inability to concentrate.
- Hot flashes- embarrassing during meetings
- Anxiety and irritability- mimic depression.
- Higher intention to leave the workforce & hesitation to seek a promotion.
- Colleagues are oftentimes unsuspecting.



A HORMONAL ROLLER COASTER

- A complex and confusing time. Every woman experiences it differently.
- Being aware/ keep track of the symptoms is key to advocating effectively for yourself.
- Many doctors have limited training in menopause treatment. You will often hear that it is a normal transition.
- Prepare questions for your healthcare provider. You deserve to be seen and heard.

THE ECONOMIC IMPACT: UK STATS

- 1 in 4 women have considered leaving their work due to menopause.
1 in 10 actually do.
- Almost 900,000 women in the UK have left their jobs due to menopausal symptoms (2023).
- Menopause costs the UK economy 14 million working days/year due to women taking time off (DWP). Productivity loss is valued at appr. £1.8 billion annually.
- Around 50% of women between 50-64 choose to work extra hours to make up for perceived productivity loss.
- 27% of women say menopause has had a -ve effect on career progression.
- BBC poll: 70% of women hadn't told their employer about their symptoms.

UK's MENOPAUSE EMPLOYMENT CHAMPIONS

Helen Tomlinson

1st Menopause Employment
Champion
March 2023- 2024



"One in four women experiencing menopause are reported to have considered leaving their job due to symptoms." HT

Mariella Frostrup

Menopause Employment Ambassador
Oct. 2024 to date



"The loss of one in ten women from the workplace, often at the height of their professional careers, is damaging our economy and causing unnecessary suffering due to lack of information and support during this perfectly natural and manageable phase of life." MF

3 LESSONS FROM THE UK

- **Multifaceted Inclusion:** Every woman's menopause experience is unique, requiring flexible and personalized support.
- **Inclusion is key:** A supportive workplace culture positively impacts everyone.
- **It ends with policy:** Policy is essential, but it's the culture that determines its success.

'Real change goes beyond policy. It's about culture—education, allyship, lived experience, and active leadership.'

Helen Tomlinson

FCDO MENOPAUSE POLICY

A healthy workplace culture helps employees feel supported

- Introduced in 2022
- aligns with the Dignity & Respect at Work Policy
- applies to all FCDO staff in the UK and overseas posts



BHC and AIPFE Cyprus–Women of Europe are actively working to elevate menopause on the national policy agenda. Efforts include engaging with governmental departments and sharing the FCDO Menopause Policy with the Ministry of Labor to inspire national-level action.

RECOMMENDATIONS

- Written policy/ Protocol
- Management & staff training
- Support group / Menopause Lead
- Hybrid/ flexible working
- Encourage conversations- **share your menopause journey**
- Manage health and sickness absence
- Temperature & ventilation
- Product placement in restrooms



MY MENOPAUSE JOURNEY



A MANAGER'S GUIDE

Line managers play an important role in fostering a supportive workplace environment around menopause. It is helpful for them to:

- a. Be aware of and understand their organization's Menopause Policy, Protocol, or Guidance.
- b. Engage in relevant training focused on menopause symptoms and appropriate workplace adjustments.
- c. Approach conversations about menopause with sensitivity and professionalism, ensuring an open and respectful dialogue.
- d. Provide a private and confidential space for employees to discuss how symptoms may impact their work and maintain ongoing communication.

STAFF'S GUIDE

It is important that colleagues remain mindful, respectful, and non-judgmental towards women going through menopause.

ENGAGE: Check in with your co-workers kindly and ask how they're doing or what support they might need. Simple gestures like offering to fetch a cold drink during a hot flush or helping with a word when someone is struggling with brain fog can make a big difference.

EMPATHIZE: Ask questions sensitively and listen actively, so you can better understand others' experiences and feelings around menopause.

EDUCATE: Be an ally by sharing resources and raising awareness of inclusive policies. Promoting understanding helps women navigate menopause challenges more comfortably in the workplace.

How menopause friendly is your organisation?

**There are more menopausal women at work than ever before.
It's important that all employers put the right awareness, education and support in place.**

This quick checklist highlights the best practice elements to think about:

Is it clear how your organisation supports menopausal women at work?	<p>It's not law to have a menopause policy but it's best practice to have accessible and well publicised information:</p> <ul style="list-style-type: none"> • Do you have either a menopause policy or guidance document, or is menopause included in another policy? • Have you reviewed your existing policies to ensure they include menopause e.g. flexible working, absence and sickness? 	✓/x
Do you have a culture where menopause can be talked about openly?	<p>Talking about menopause openly supports an inclusive, diverse culture focused on equality, health, safety and performance. Do you:</p> <ul style="list-style-type: none"> • Have information about menopause on your intranet or other communications channels such as staff magazines? • Have colleague networks or a menopause network where employees can discuss menopause, either in person or online? • Promote menopause awareness in campaigns like National Women's Health Week (May) or World Menopause Day (Oct), or include menopause in your own wellbeing campaigns? • Have menopause awareness and education sessions for colleagues? 	
Do your managers and support teams have the right knowledge and skills to talk about menopause?	<p>It's important that managers, HR and Occupational Health teams know:</p> <ul style="list-style-type: none"> • What menopause is, its symptoms and how they can affect a woman at work. • What changes or reasonable adjustments help a menopausal woman. • Your organisation's approach to supporting menopausal women. • How to have a supportive conversation about menopause. 	
Do you provide access to occupational health support?	<ul style="list-style-type: none"> • Do your employees have access to occupational health support either directly or by referral? • Do you have an Employee Assistance Programme which supports menopause in the workplace? • Are they trained on menopause, how it can affect a woman at work and how to help? 	
Do your employees wear uniforms or have a dress code?	<p>If a uniform or dress code is needed at work:</p> <ul style="list-style-type: none"> • Can they be adapted to manage hot flushes or cold sweats e.g. layering? • Can extra garments be ordered if needed? • Do you think about the fabric and fit when redesigning or updating new uniforms? 	
Do your workplace facilities support menopausal women?	<p>The work environment can sometimes make symptoms worse:</p> <ul style="list-style-type: none"> • Is it possible to adjust workplace temperature or provide desk fans? • Is there access to cold drinking water, washroom facilities and toilets in all workplace situations, including off site? • Could those who need to stand for a long period of time or are customer facing take an extra break or sit down? 	

IS YOUR ORGANISATION MENOPAUSE-FRIENDLY?

HACKS

- Use technology to set up reminders on your phone.
- Brain fog? Master the art of the pause.
- Use a fan for all seasons.

MENOPAUSE & LEADERSHIP: #SLRNetwork

KEY STRATEGIES

- **Advocate for yourself:** Research, challenge misconceptions and fight for better support.
- **Build a better support system:** share personal stories to strengthen connections and foster supportive relationships.
- **Draw inspiration:** embrace your role and prioritize your health to be able to persist through your symptoms.
- **Gain confidence:** you will soon gain increased assertiveness and empathy which will enhance your leadership and inspire you to support others facing similar challenges.

TRAINING OPPORTUNITIES

Expert Guidance-Useful Resources-Newsletters-Articles-Book Club-Webinars-
Women's Stories-Training for Staff & Managers- Accredited Training

womenofacertainstage.com

FREE Menopause the basics: ½ hour sessions x 3 days

FREE Become the go to Menopause Expert 45 min x 3 days

Menopause Champion Training

Menopause Coach Training

Henpicked.net

-FREE Menopause, Movement, Exercise Webinar

-FREE Good Bone Health for Life Webinar

-How-to articles i.e. How to get the most out of your GP appointment

"IT'S THE EGGS THAT EXPIRE.. NOT THE HEN."

