



Submission to the Senate Standing Committees on Community Affairs, inquiry on issues related to menopause and perimenopause

Executive summary

- Menopause has always been around but today there are more women working through the menopause transition than ever before.
- Menopausal symptoms can impact people in the workplace and research tells us they can cut short their careers or restrict their career ambitions.
- Industrial relations and anti-discrimination legislation requires Australian employers to create fair and safe environments for workers. Programs to ensure psychosocial hazard legislation is adhered to are being implemented at scale within workplaces. This needs to include menopause.
- In the UK they've seen a benefit to providing support in the workplace. Implementing appropriate support in Australian workplaces is good for individuals, good for organisations and good for the economy.
- Additional research is urgently needed to inform menopause workplace policy design.
- Menopause Friendly Australia (and New Zealand) partners with organisations to provide Menopause Friendly membership and accreditation, enabling employers to work through a defined process to make significant and meaningful change in their organisation, and CPD accredited menopause in the workplace training.
- Everyone can play a part in improving menopause awareness, education, and support. It's been a topic that's misunderstood, misrepresented and taboo, now is the time to change that.

Recommendations:

1. The Productivity Commission be tasked with quantifying the economic impact of menopause on individuals, workplaces and the wider Australian economy.
2. The government prioritises research funding towards understanding how women's health contributes to under-employment and early retirement of women.
3. The Australasian Menopause Society is adequately funded to educate health practitioners and create menopause certification programs to improve the level of knowledge within the medical profession and give patients confidence in finding a menopause-qualified GP.
4. That menopause education be a formal requirement in the curriculum of tertiary medical training including but not limited to: medicine, nursing, psychology, psychiatry, physiotherapy, exercise physiology and nutrition.
5. The government prioritises funding towards research that informs workplace policy design.
6. The Workplace Gender Equality Agency (WGEA) resumes the collection of data confirming the action being taken on menopause in workplaces including whether policies have been implemented.
7. The government prioritises funding towards quantifying the current public awareness of the symptoms of perimenopause and menopause and a public awareness campaign is funded to respond to the level of awareness of perimenopause and menopause as required.
8. Safework Australia provides guidance and resources on how perimenopause and menopause may impact mental health and psychosocial safety.

Background

On 6 November 2023, the Senate referred an inquiry into [the Issues related to menopause and perimenopause](#) to the Senate Community Affairs References Committee.

We appreciate your invitation and the opportunity to provide a submission. This submission is written in response to the Inquiry [Terms of Reference](#).

I consent to this submission being published on the inquiry website and shared publicly online.

About Menopause Friendly Australia (MFA)

MFA is an Australian organisation providing globally recognised CPD certified education/training and workplace services in Australia and New Zealand, through our partnership with Henpicked: [Menopause in the Workplace](#) and [The Menopause Friendly Accreditation UK](#).

MFA provides evidence-based resources to workplaces to ensure workers have access to high-quality information about perimenopause and menopause. MFA consults on workplace culture, communications/engagement and policy design, and provides role-specific education. We support employers to achieve greater general awareness of perimenopause and menopause, an increase in women's workforce participation, and a rise in the proportion of women in leadership positions.

Quotes used throughout this document are from Australian people who have attended MFA training. Additional quotes and feedback are listed in Appendix 1.

Terms of Reference response

a. The economic consequences of menopause and perimenopause, including but not limited to, reduced workforce participation, productivity and retirement planning

The Australian Institute of Super Trustees in their 2023-24 pre-budget submission estimated that menopause costs Australian women \$15.2 billion because they retire early or choose to work part time to manage symptoms, noting women retire 7.4 years earlier than men.¹ The submission highlighted Australian Bureau of Statistics data that 45% of women who retired before 55 said their own health was the reason.

Australian women say they intend to retire at age 64, however the average age of retirement for women is 52, equalling 12 years of lost productivity.²

In 2021, CircleIn and the Victorian Women's Trust surveyed 700 people in Australia, of which 83% said their work was negatively affected by menopausal symptoms.³ 58% said managing work during menopause was challenging and 45% had considered retiring or taking a break from work when symptoms were severe. Notably 72% of people did not reduce hours or leave due to financial reasons.

The Australasian Menopause Society 2023 annual report estimated there are almost 1.1 million people with severe symptoms in Australia and New Zealand. This is based on the understanding that 60% of people will experience moderate menopause symptoms and 20% will experience severe symptoms.⁴ Research has shown that people with more severe symptoms are most impacted at work.⁵

"I only discussed with my husband this morning that I want to quit, as I'm feeling overwhelmed. I'm rethinking that and feeling a little more normalised"

The number of people who leave, or consider leaving their job due to menopause symptoms is unknown in Australia. Although the National Women's Health Survey revealed that 31% of respondents found it hard to work or study due to symptoms they attributed to menopause and 41% of people aged between 45 and 64 found it hard to do daily activities, the report also noted that it cannot be used to quantify the real impact of menopause because survey respondents self-attributed symptoms to menopause and general awareness of perimenopause and menopause symptoms varies.⁶

Research from the UK's Fawcett Report found that 25% of people consider leaving work due to menopause symptoms.⁷ The Fawcett Report revealed "44% of menopausal women in employment say their ability to work has been affected by their symptoms. Despite this, 8 in 10 menopausal women say their workplace has no basic support".

The UK's Unite Union surveyed 11,000 union reps in 2023 and found that 83 per cent of menopausal women do not have access to support within Britain's workplaces.⁸

Further research is urgently needed to quantify the impact of menopause on people and workplaces in Australia. This should investigate the social and cultural impact of perimenopause and menopause on workers and workplaces, and the economic impact on individual earnings and superannuation as well as economic productivity.

Recommendations:

- The Productivity Commission be tasked with quantifying the economic impact of menopause on individuals, workplaces and the wider Australian economy.
- The government prioritises research funding towards understanding how women's health contributes to under-employment and early retirement of women.

f. The level of awareness amongst medical professionals and patients of the symptoms of menopause and perimenopause and the treatments, including the affordability and availability of treatments

MFA provides CPD accredited education within workplaces on the ages, stages, symptoms and solutions to manage perimenopause and menopause. We signpost reputable sources including the Australasian Menopause Society (AMS). We explain that each person will experience menopause differently and have different views and philosophies on how they'd like to manage their symptoms.

Questions about Menopause Hormone Therapy (MHT) are often raised during our sessions with many expressing confusion as to whether treatment is safe. This is confirmed in recent Australian research.⁹ We describe but don't prescribe and strongly encourage people to seek support from a qualified health practitioner if they need to before symptoms become challenging.

"Thank you, so happy [company] provided this workshop.
Biggest takeaway is to go see my GP."

However, people report being frustrated with the lack of awareness among GPs and many feel dismissed when asking for support for their symptoms.

"I went to my GP and told them what I'm feeling but they said I was too young to be in menopause, I feel so validated hearing this and I'm going to find another GP."

Some people say their GP ordered several blood tests often over months and years, in contradiction to AMS advice that symptoms rather than blood tests be used for diagnosis of perimenopause or menopause after the age of 45 (in most cases/unless they are being used to rule out other contributory factors to presenting symptoms). This shows there is a lack of understanding among GPs on the diagnosis of perimenopause and menopause.

A common question during our training sessions is: “Where can I find a knowledgeable GP?”

We refer to the AMS “find a doctor” website. We encourage people to advocate for themselves and seek a second opinion if they don’t get the support they need. We provide resources including videos, fact sheets, symptom trackers and suggested questions to ask when seeing a GP. This ensures people feel prepared for their appointment and supported to receive appropriate and patient-centred care.

Recommendations:

- The Australasian Menopause Society is adequately funded to educate health practitioners and create menopause education programs to improve the level of knowledge within the medical profession and give patients confidence in finding a menopause-qualified GP.
- That menopause education be a formal requirement in the curriculum of tertiary medical training including but not limited to: medicine, nursing, psychology, psychiatry, physiotherapy, exercise physiology and nutrition.

g. The level of awareness amongst employers and workers of the symptoms of menopause and perimenopause, and the awareness, availability and usage of workplace supports

Level of awareness amongst employers and workers of the symptoms of menopause and perimenopause.

In Australia, four in five women will be working during their menopause transition. Employers have a unique opportunity to make a meaningful and immediate difference by raising awareness for perimenopause and menopause and encourage people to take steps that reduce the impact of symptoms. This includes addressing lifestyle factors and seeking medical treatment when needed.

A workplace does not exist outside of its people. The level of general awareness of the symptoms of menopause and perimenopause of the Australian population will extend to the knowledge of workers and employers.

General awareness of menopause and perimenopause in the Australian population is unknown.

While a small Australian qualitative study of 32 people aged 46–69 years found participants had good knowledge of menopause symptoms but not of the long-term health consequences⁹ Further research should include knowledge of people in all demographics, particularly perimenopausal women between the ages of 35 and 50 years of age.

Research has shown that the level of awareness of the symptoms of perimenopause and menopause in Australia varies.¹⁰ Jean Hailes for Women’s Health (JHFWH) noted this when they reported on the 2023 National Women’s Health Survey.⁶ A report from the NWHs Co-authored by the Australasian Menopause Society, Women’s Health Research Program (Monash University) and Jean Hailes for Women’s Health titled “*The impact of symptoms attributed to menopause by Australian women*” noted that “This survey cannot be used to quantify the real impact of menopause on women’s lives. This is because the survey assumed the survey respondents had accurate knowledge of the symptoms of menopause, and a recent literature review has shown that knowledge of perimenopause and menopause varies significantly across and within countries, including Australia.”⁶

MFA collects data from our training session to evaluate our impact and continually improve our education and training. We have gathered data that informs our opinion that Australian women can't accurately identify the signs of perimenopause and menopause, so they don't seek the right help early enough.

The following is an extract of some of the data we collect during menopause awareness training:

- 1. The level of awareness of people before training
- 2. The level of awareness of people after training
- 3. The opinions of attendees regarding which symptoms would most impact people at work

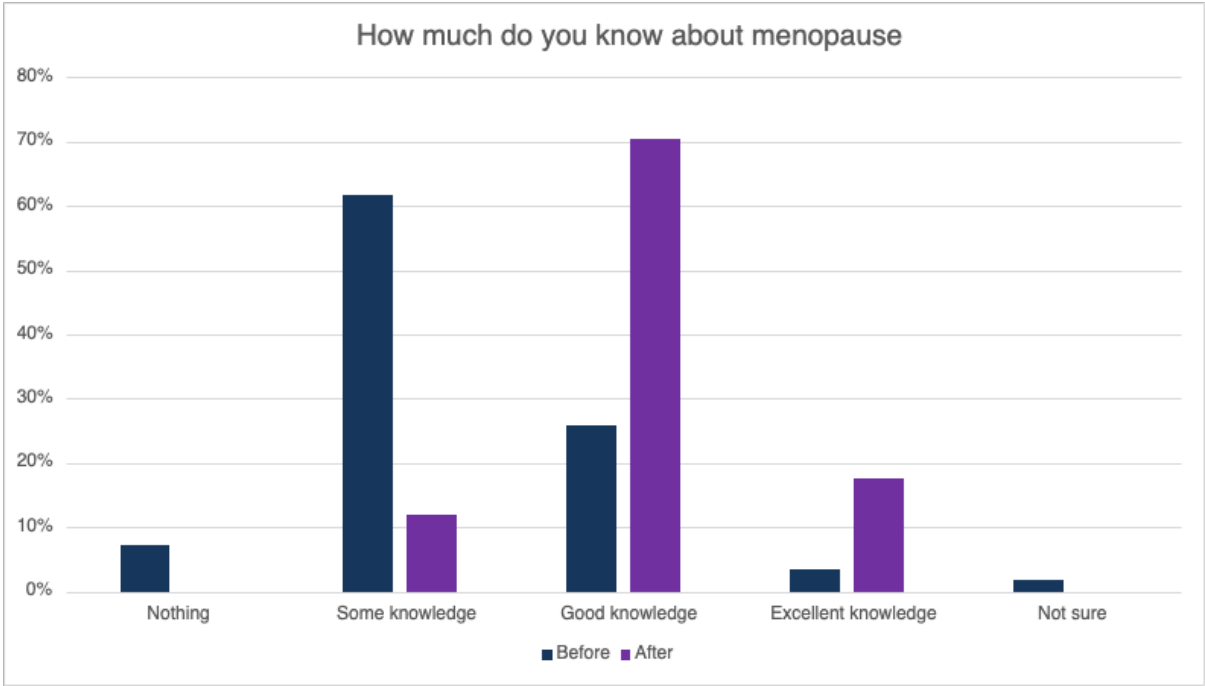


Image1: Awareness of menopause before and after one menopause awareness training session

Before receiving training, only 31% of attendees say they have good or better knowledge of menopause and only 3% rate their knowledge as excellent. After receiving training, 88% of participants say they have good or better knowledge. (n348)

Excellent session - as a 49 year old male, just invaluable information for someone whose partner and peer group will experience menopause in the coming years. This is a great first step to enable me to better support my wife, friends and peers.

When asked to rate which symptoms they think would most impact people at work, participants identified poor concentration, brain fog, fatigue and anxiety as the most likely to impact people at work. This is consistent with validated international research.⁵ Interestingly only 18% said heavy flooding periods would impact people at work. (n423)

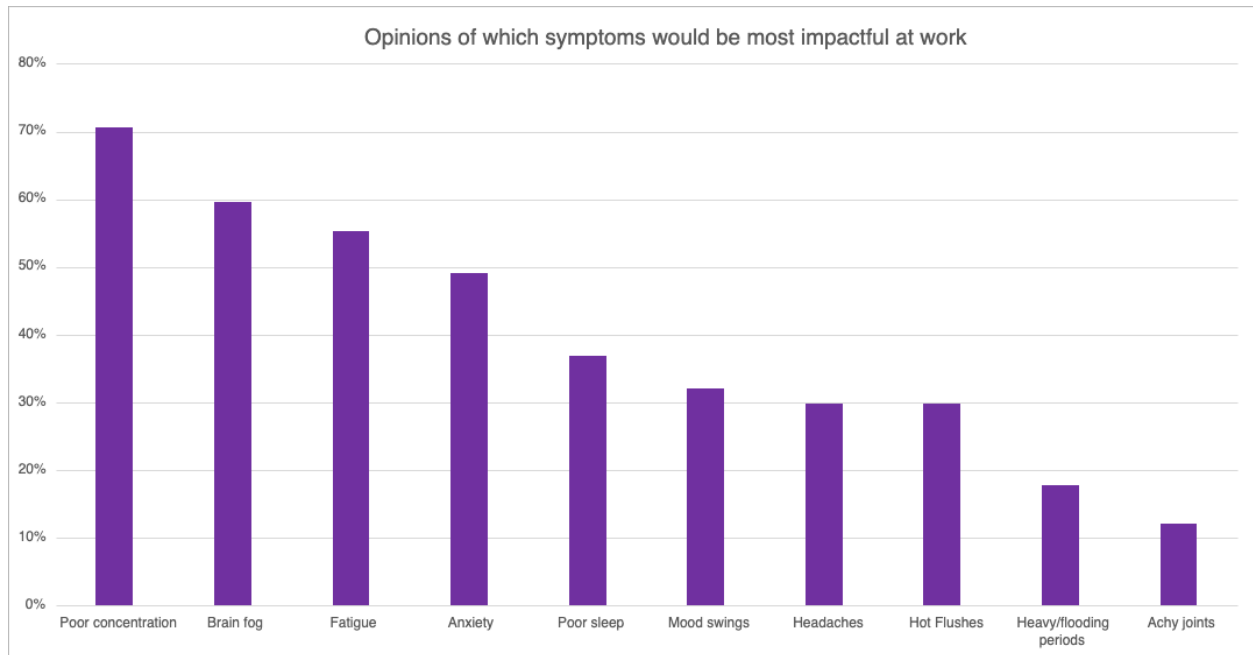


Image 2: Training attendee opinions of which symptoms would be most impactful at work

This highlights that multi-dimensional support is required in workplaces including initiatives that improve psychosocial safety and the physical working environment.

As a man my only experience is the few comments I get from my wife including hot flushes, forgetting words and dryness. I am surprised even on the medical side there are so many variables and unknowns on the diagnosis side.

Awareness, availability and usage of workplace supports

The menopause in the workplace conversation is undeveloped in Australia compared to other regions such as the UK.

Global menopause in the workplace recommendations exist: In 2021, the European Menopause and Andropause Society’s (EMAS) global consensus recommendations on menopause in the workplace advised that “employers include menopausal health in workplace policies & encourage open, inclusive and supportive cultures regarding menopause. Managers should be aware menopause can be a problem for some women.” The position statement also commented that a collaborative approach from HR, health and safety was needed to address menopause issues including consulting women in the design of workplace improvements.¹¹

Australian employers are beginning to understand the potential impact of menopause on productivity, gender equality and diversity. Because the conversation is undeveloped in Australian workplaces, the impact of policies and specific menopause leave is unclear.

Workplace policy and leave provisions

With increasing conversation about menopause, Australian employers are seeking guidance on how to implement HR policies that better serve the needs of perimenopausal and menopausal workers and provide support to people leaders on implementing workplace adjustments.

MFA provide consultancy and advice to employers on how to adopt a menopause friendly strategy that improves the general awareness of perimenopause and menopause among

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people, creates psychologically safe workplaces where menopause can be openly talked about, provides structures for people to receive adjustments when needed (guidance or policy documents). Our experience in the UK tells us that having a document that provides information, signposting, resources and suggested reasonable adjustments supports individuals and people leaders.

We take an individual approach and encourage our members to seek input from their workers when implementing policies, creating training programs or making changes to support people.

Employers understand that promoting good physical and mental health benefits both individuals and employers. Some are adopting overarching policies that address the needs of women and their reproductive health more broadly. Others are adopting singular policies or guidelines for separate health concerns such as menopause.

Evidence that workplaces want support to implement policies and awareness is mounting as more workplaces join Menopause Friendly Australia and make a commitment to supporting their people through menopause. The “How Menopause Friendly is your organisation” checklist available on the MFA website has been downloaded more than 250 times since August 2023.

In 2023, Work180, a gender diversity workplace support provider, reported the most downloaded resource on their employer platform was a guide on “How to implement menopause leave”.¹²

“We need to include/incorporate this issue in service/HR management. Understanding the needs of a sizable group of people in [tertiary health service] who may reduce hours or leave the workforce (at a time when we have recruitment and retention issues) is something I need to take notice of.

In February 2024, JHFWH released a further report from the NWHS titled “*Australian women’s attitudes to menstrual and menopause leave.*”¹³ MFA agrees with the recommendations of this report that; additional paid leave considerations should be made noting menopause as one issue impacting women at work, normalising of menopause conversations is needed particularly in the workplace, policies and leave provisions must be carefully considered to avoid discrimination against women, priority sub-groups attitudes and experiences must be further researched and understood to inform change.

Australian employers are already taking action to support all workers through the adoption of flexible working policies. In 2023, the Workplace Gender Equality Agency (WGEA) found that 83% of workplaces who report to WGEA had adopted policies that promote flexibility.¹⁴

Psychological safety is key.

Even in the UK where according to the Chartered Institute of Personnel say that 45% of employers have taken action to support menopause in the workplace policies and support, further research is required to accurately assess impact.¹⁵ This notwithstanding, Menopause Friendly employers report significant benefits including employee satisfaction.

While menopause policies demonstrate that an organisation takes menopause support at work seriously, the real value is **changing the culture** of an organisation by normalising the subject, removing stigma and providing the right support through engagement campaigns, training and reviewing workplace facilities. According to CircleIn research in 2021, 70% of Australians surveyed didn’t feel comfortable talking about menopause at work.³

Industrial relations and anti-discrimination legislation requires Australian employers to create fair and safe workplaces. Programs to ensure psychosocial hazard legislation is adhered to are

being implemented at scale within workplaces. Employers are beginning to understand how the impact of menopause on the health and wellbeing of workers should form part of a well-considered hazard-reduction plan.

In larger workplaces where human resources (HR) and dedicated diversity, equity and inclusion (DEI) practitioners exist, they want guidance on how to improve psychological safety, open up a conversation and provide role-specific training for people leaders and colleagues. Practitioners are considering how menopause guidance or policy documents may ensure reasonable adjustments for people experiencing symptoms as well as provide support to people leaders who are overseeing their implementation.

In smaller workplaces with fewer resources in HR or DEI, volunteers with lived experience often take on this role and equally are looking for guidance on how to open up the conversation about menopause at work in a safe and inclusive manner.

“The more we talk about it and the more information we provide the better it is for everyone - and the better the workplace”

Employee resource groups provide a safe space within workplaces where people can openly talk about what they are experiencing, and people say they feel less alone and more able to cope after sharing with others.¹⁶ Some employers are creating a safe space for people to talk about menopause openly through a dedicated menopause group, while others are utilising existing women’s health or diversity groups.

“It is just a relief and comfort knowing that I'm not alone, that there is a group of women that are going through the same things.”

Since MFA launched on 1 August 2023, workplaces in a diverse range of sectors including but not limited to: energy, mining, accounting, consulting, health, emergency services, sport, public sector, finance and manufacturing have responded to the call for action to raise awareness for menopause and support their people to stay healthy, happy and engaged at work.¹⁷

More data is needed

It is difficult to find data on how many workplaces in Australia have a menopause policy or are taking action on menopause in the workplace.

In 2023, the WGEA asked employers who reported to the agency to voluntarily report if they had a menopause specific policy. WGEA have recently removed the voluntary reporting on menopause policies.¹⁴

According to Work180, 14% of their members have specific policies and support for employees experiencing menopause.¹² This would not be reflective of the overall percentage of workplaces since Work180 members are more likely to be taking action on gender equality.

The current tentative conversation about menopause is similar to the discussion that emerged more than a decade ago about mental health. People were originally worried that talking about their mental health at work would see them labelled as undesirable workers. We’ve seen that this is simply not the case. A robust approach to mental health is now an accepted part of workplace culture and a minimum requirement for employers.

100% of people who attended our menopause in the workplace training say they would recommend it.

Our experience has been that women are overwhelmingly positive and appreciative of the education provided on menopause at work. Please refer to Appendix 1 for additional quotations.

Recommendations:

- The government prioritises funding towards research that informs workplace policy design.
- The Workplace Gender Equality Agency (WGEA) resumes the collection of data confirming the action being taken on menopause in workplaces including whether policies have been implemented.
- The government prioritises funding towards quantifying the current public awareness of the symptoms of perimenopause and menopause and a public awareness campaign is funded to respond to the level of awareness of perimenopause and menopause as required.
- Safework Australia provides guidance and resources on how perimenopause and menopause may impact mental health and psychosocial safety.

i. How other jurisdictions support individuals experiencing menopause and perimenopause from a health and workplace policy perspective; and any other related matter

The conversation about menopause and how employers can support workers is undeveloped in Australia compared to other regions such as the UK.

Australian workplaces are comparable to those in the UK and workplace practices and legislation is similar. Therefore, we can take note of how the UK has increased awareness and support for individuals and employers when adopting policies that support the same in Australia.

When Henpicked: Menopause in the Workplace started supporting employers with menopause training in 2016, they could not find a workplace who had implemented a menopause policy.

In 2023, according to the UK Chartered Institute of Personnel and Development, 45 per cent of workplaces in Britain were taking action on menopause and a quarter had an active menopause policy.¹⁵ This represents a significant shift in attitudes and practice since the first menopause policies were written in 2017.

In 2017 a UK public service department won a diversity award for creating a menopause support network.¹⁸ The network expanded to create a cross-governmental menopause support program including a menopause guidance which was adopted widely throughout the public service.

Recommendation:

- The government leads by example by creating a cross-governmental menopause support network for public sector workers and ensures every public sector workplace is working towards being menopause friendly.

“Appreciate [company] and Menopause Friendly organising this event. In addition to supporting people, the concept of being fabulous and still **doing an amazing job** (whether it’s whilst going through menopause, a physical or mental health condition) is important to me. It’s exactly what I spoke to my manager about when I needed to have surgery and something I discuss with staff now.

About Menopause Friendly Australia

Menopause Friendly Australia supports workplaces to address the impact of menopause on individuals and organisational performance. We do this through The Menopause Friendly Accreditation and membership and the delivery of CPD accredited menopause training.

Our tried-and-tested approach to supporting menopausal people in the workforce has been developed in the UK over the last decade. Our tried_ and_ tested approach to supporting menopausal people in the workforce has been developed for Australian workplaces by taking the best practice learnings in the UK and developing best practice for Australia. We ensure every workplace can be supported to do what's right for their people as efficiently and effectively as possible.

Henpicked: Menopause in the Workplace has worked with thousands of employers since 2016, both in the UK and internationally. This includes employers in all sectors and sizes, public and private organisations. The Menopause Friendly Accreditation was launched 3 years ago and has over 500 member employers working together through the programme. There are nearly 100 employers who have met the standards to achieve Accredited Menopause Friendly Employer status. Each year in the UK, they host the [Menopause Friendly Employer Awards](#) which celebrates best practice and raises £75,000 for menopause charities and research.

High quality, evidence-based resources

Members receive access to evidence-based, high-quality resources, to make communicating about menopause and opening up a conversation easier. By providing these resources, we increase the level of awareness of perimenopause and menopause and ensure factual information is available to people when they need it the most.

Education and training

We provide awareness of perimenopause and menopause, encouragement and resources for people to ensure they know how to seek help from medical practitioners. This includes guides on how to have meaningful and constructive conversations at work. For people leaders, we provide training and support to promote a genuinely helpful conversation, educate managers on their legal responsibilities and organisational guidelines. We encourage workplaces to develop guidance or policy documents that make it easy for everyone within their workplace to find out what help is available at work.

Our menopause champions training ensures people can feel confident in discussing menopause with someone at work who has an understanding of menopause and may not be their direct manager.

Workplace support

The Menopause Friendly Accreditation ensures workplaces consider how physical working environments can be made more inclusive of the needs of menopausal people including providing period products, fans and uniforms that are appropriate. In addition, workplaces demonstrate that there is a psychologically safe environment where people feel confident in speaking up about menopause without fear of stigma, shame or discrimination.

Employers who seek certification through The Menopause Friendly Accreditation must have implemented a guidance or policy on menopause. An Independent Panel of experts assess all aspects of the application, which requires employers to provide evidence of how they have consulted their workers in the design of their policy. This ensures policies or guidance documents are genuinely helpful and based on the needs of individual workers and consider each unique working environment. The Menopause Friendly Accreditation raises the bar for workplaces ensuring that policies and practices implemented are well considered and not a tick-box exercise.

While menopause policies demonstrate that an organisation takes menopause support at work seriously, the real value is changing the culture of an organisation by normalising the subject, removing stigma and providing the right support through engagement campaigns, training and reviewing workplace facilities.

Once a workplace has met the five standards of accreditation, they can apply to be assessed by an Independent Panel of experts to receive The Menopause Friendly Accreditation badge. During this application process, workplaces must provide evidence of how they have improved their workplace environment, increased awareness and supported individuals to seek support when needed. This ensures that a tick-box approach is not taken and workplaces who receive the Menopause Friendly Accreditation are genuinely great places to work.

We commend this submission to the Committee and will provide evidence in person or respond to your queries as required.

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Appendix: General Training Feedback from Australia

Thank you, so happy [company] provided this workshop.

I felt comfortable to be able to attend a session of a topic where many others are experiencing the same.

I feel much better knowing that I am probably not in early dementia!! I believe it would be beneficial for many other staff to attend as this as it may not just affect females and would be great for all people to understand what someone else is experiencing and how they could support.

This was one of the best education sessions I've been to at [company] More like this please!

Fantastic session. I learned a lot about the less-common symptoms as I didn't realise what I was experiencing could be actually linked to menopause.

Fantastic, thank you. Good conversation to have with other staff 😊 More sessions would be welcomed, I'm sure!

Super helpful and would be great to encourage more people to attend and normalise conversations around menopause. Highly recommend the session.

The more we talk about it and the more information we provide the better it is for everyone – and the better workplace

That there is a shared belief the biggest assistance in the workplace is more awareness and understanding from managers and colleagues. Thanks very much!

Really appreciate this being made a priority for both myself and my team. Thank you!

That we need to keep talking about menopause, as was said – it affects everyone either directly or indirectly. I needs to be demystified!

Outstanding!!!

Thank you for lifting the lid on this topic, especially at such a large firm. Makes me feel better already 😊

We should be able to talk about this as if we are having a normal conversation ... not a taboo topic



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Appendix: Training Feedback from Australia | People tell us they feel validated and that they're not alone:

Makes you feel more normal again as you know that you're not going through it alone.

What I am experiencing is normal (and I am really suffering). Also, it's ok to talk about it.

It is just a relief and comfort knowing that I'm not alone, that there is a group of women that are going through the same things.

That so many of my colleagues are experiencing this, and I am not alone.

Understanding the symptoms I am having is all normal. Looking after yourself is important.

It's normal! I'm not going nuts!

It's great to have this acknowledged!

It's such a huge part of my day managing it and it's great to know I'm not alone.

Understanding the symptoms I am having is all normal. Looking after yourself is important.

Feeling less confused and more hopeful! Outstanding!

It is good to build awareness across the workplace, so we don't feel like the odd one out some days.

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Appendix: Training Feedback from Australia | Male allies also appreciate the education:

Excellent session - as a 49 year-old male, just invaluable information for someone whose partner and peer group will experience menopause in the coming years. This is a great first step to enable me to better support my wife, friends and peers.

Biggest takeaway is that I am now more aware of menopause being something that colleagues could potentially be going through that may affect their performance. This isn't a factor usually mentioned (amongst things like family problems, illnesses, financial issues).

As a man my only experience is the few comments, I get from my wife including hot flushes, forgetting words and dryness. I am surprised even on the medical side there are so many variables and unknowns on the diagnosis side.

It is just a relief and comfort knowing that I'm not alone, that there is a group of women that are going through the same things.

The need to include/incorporate this issue in service/HR management. Understanding the needs of a sizable group of people in [tertiary health service] who may reduce hours or leave the workforce (at a time when we have recruitment and retention issues) is something I need to take notice of.

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Appendix: Training Feedback from Australia | And many say education should be compulsory for people leaders

Thank you for raising this issue. Maybe it should be compulsory for all managers to ensure they are prepared to manage their staff if needed.

I honestly think this should be compulsory training! I felt well informed beforehand - I have an excellent GP- and this session helped to support that. Thank you!

Everybody in the organisation should undertake this training to increase awareness and education of this transition time in a person's life.

This would be great to roll out to everyone in the organisation as it does affect everyone. Thank you.

Menopause Friendly Australia

