

Jenny Rathbone MS
Equality and Social Justice Committee

From: Martyn Jones, Wales
Committee Interim Chair

Our ref: 20240222Rathbone

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Dear Jenny Rathbone,

Menopause at Work Resources

I am writing to bring your attention to new resources that the Equality and Human Rights Commission has published today to help employers understand their legal obligations and better support women who are experiencing menopause symptoms. This work follows a recommendation by the Women and Equalities Committee that we publish guidance on this subject.

Research by the Fawcett Society indicates that one in ten women who have worked during the menopause have left their jobs due to their symptoms. A survey by the Chartered Institute of Personnel and Development found that two thirds of working women between the ages of 40 and 60 with experience of menopausal symptoms said they had a mostly negative impact on them at work. However, according to a report by the Women and Equalities Committee, very few workers request adjustments during this time, often citing concerns about what the reaction would be.

As the number of women experiencing menopause while in employment increases, it is essential that employers are aware of their legal responsibilities to support workers experiencing menopause symptoms.

Our new series of animated explainers and a case study video clarify employers' legal obligations under the Equality Act 2010. They also provide examples of workplace adjustments in practice, and guidance on having positive conversations about the menopause with staff.

[These resources are available on our website](#) and we will encourage organisations to review them and consider how they can adapt their policies and practices to make sure no one is disadvantaged in the workplace.

Separately, as you may know, the UK Government ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence ('the Istanbul Convention') in July 2022. We welcomed this important step.

The Council of Europe experts on violence against women and girls ('GREVIO') are carrying out an evaluation of the implementation of the Convention, which included a country visit in January 2024. As an A-status National Human Rights Institution, we have been providing our independent analysis on compliance with the Convention, and recommendations for change, to support GREVIO's assessment.

In line with this programme of work, we will shortly be publishing a comprehensive report to advance improvements for women and girls, and we will share this with you on publication.

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Yours sincerely,



Martyn Jones

Wales Committee Interim Chair

Equality and Human Rights Commission |

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