

MENOPAUSE

MANAGERS SUPPORT YOUR WORKERS



MENOPAUSE IS DEFINED AS THE SINGLE POINT IN TIME WHEN MENSTRUATION HAS CEASED FOR 12 CONSECUTIVE MONTHS, IT USUALLY OCCURS NATURALLY BETWEEN THE AGES OF 45-55 YEARS.

THE PERIOD BEFORE, KNOWN AS PERI-MENOPAUSE, LASTS FOR AROUND 6 YEARS. IT IS IN THIS TIME WHEN THERE ARE FLUCTUATING HORMONAL LEVELS WOMEN EXPERIENCE MANY SYMPTOMS.

THIS IS A NORMAL, NATURAL PROCESS FOR WOMEN BUT CAN ALSO RESULT FROM SURGERY AND/OR MEDICAL TREATMENTS. MENOPAUSE OFTEN ATTRACTS STEREOTYPICAL AND NEGATIVE COMMENTS AND IS POORLY UNDERSTOOD; WOMEN EXPERIENCING MENOPAUSAL SYMPTOMS ARE OFTEN RIDICULED AND SUFFER HARASSMENT AND MAY BE CRITICISED FOR SOMETHING THEY HAVE NO CONTROL OVER.

THIS ALL LEADS TO WOMEN BEING EMBARRASSED AND RELUCTANT TO DISCLOSE THEIR FEELINGS AND EXPERIENCES TO COLLEAGUES AND MANAGEMENT AND AT TIMES MAY PUT THEM IN AN UNSAFE SITUATION IN THEIR WORKPLACE

WHAT WOMEN EXPERIENCE?

- HOT FLUSHES
- HEADACHES
- SLEEP DISTURBANCE
- SKIN IRRITATION AND DRYNESS
- IRRITABILITY
- NIGHT SWEATS
- ANXIETY
- UNCONTROLLABLE TEARS
- BLOATING
- CONTINENCE PROBLEMS

HOW DOES IT AFFECT WOMEN IN THE WORKFORCE?

- POOR CONCENTRATION
- TIREDNESS
- POOR MEMORY
- FEELING LOW/DEPRESSED
- REDUCED CONFIDENCE
- EMBARRASSMENT

MENOPAUSE IS A VERY INDIVIDUAL EXPERIENCE THAT A WOMAN WILL JOURNEY AND SO TOO IS THE TREATMENT. SUPPORT YOUR WORKERS TO SEEK ADVICE AND SUPPORT FROM SKILLED PROFESSIONALS.

MORE INFORMATION AT
[HTTP://CSHWSA.ORG.AU/HEALTHWELLBEING/WOMENSHEALTH.ASPX](http://CSHWSA.ORG.AU/HEALTHWELLBEING/WOMENSHEALTH.ASPX)

WHAT CAN MANAGERS DO TO SUPPORT WOMEN?

- INCREASE THEIR AWARENESS ABOUT MENOPAUSE
- INCREASE FLEXIBILITY WORK HOURS / WORK ARRANGEMENTS
- ENCOURAGE WOMEN TO ACCESS SUPPORT
- IMPROVE WORKPLACE TEMPERATURE AND VENTILATION