

Karen Adam MSP
Convener
Equalities, Human Rights and Civil
Justice Committee
Scottish Parliament

By email only:

From: Dr Lesley Sawers OBE,
Scotland Commissioner

22 February 2024

Dear Convener,

Menopause at Work Resources

I am writing to bring your attention to new resources covering Scotland, England and Wales 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 Westminster Women and Equalities Committee that we publish guidance on this subject.

T: 0141 228 5910
E: scotland@equalityhumanrights.com
equalityhumanrights.com

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.

Yours sincerely

Dr Lesley Sawers OBE
Scotland Commissioner