

# Recommendations for workplace conditions for menopausal women

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*Journal Maturitas* today announced the publication of a position statement by the European Menopause and Andropause Society (EMAS) covering conditions in the workplace for menopausal women.

Many women will be working throughout their menopausal years. For some women the menopause presents considerable difficulties in daily life with symptoms also impacting their work performance. To address the issue EMAS offers recommendations for working conditions for menopausal women. The guidance should be helpful not only for the women themselves, but also line managers and healthcare practitioners.

EMAS recommends that there should be greater awareness among employers, together with sensitive and flexible management can be helpful for women at this time. Working conditions should be assessed to consider the specific needs of [menopausal women](#) and ensure that the working environment will not make their symptoms worse.

Particular strategies might include: fostering a culture whereby employees feel comfortable disclosing health problems, allowing flexible working, reducing sources of work-related stress and reviewing workplace temperature and ventilation. Information about the menopause and strategies for coping with symptoms at work should also be provided. This can come from both formal (provided by employers and occupational health departments) and informal networks of working [women](#) who have experienced the [menopause](#).

**More information:** Amanda Griffiths et al. EMAS recommendations for conditions in the workplace for menopausal women, *Maturitas* (2015). [DOI: 10.1016/j.maturitas.2015.12.005](https://doi.org/10.1016/j.maturitas.2015.12.005)

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