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Ageing, Work and Health: An Investigation of Working Women's Experience of the Menopause

Executive Summary

Performance and productivity of middle aged women at work can reduce due to effects of the menopause. This has substantial implications because two thirds of women of menopausal age are in paid employment in the UK. This applied research is designed to produce a first time evidence base for improving the health and productivity of women at work who have difficulty with the menopause.

Strategic Setting

Equality, diversity and discrimination policies rarely, if ever, consider the impact of the menopause on women at work. This despite an estimated two-thirds of UK women aged between 50 and 59 being in paid employment. This practical research is designed to provide an evidence base to enable such policies tackle the issue.

Research Aims and Objectives

This research aims to identify
the extent and nature of the problems that the menopause presents for women at work
how this can be improved through design and management of work

Deliverables

evidence based recommendations for management and occupational health advisers to inform policy, best practice and a work environment that will be conducive to the health and productivity of women working through the menopause
identification of the factors that would help women working through the menopause stay in work, thus reducing staff turnover
advice leaflets for older women working through the menopause and for their employers
scientific report on work related concerns of older women workers, and their effects on health, motivation and performance

What BOHRF Is Seeking

BOHRF is seeking expressions of interest in contributions of towards the total project funding of £48,500

Bringing employers and researchers together to produce research that will contribute to good employee health and performance at work