



Menopause in the Workplace - What's Changed?

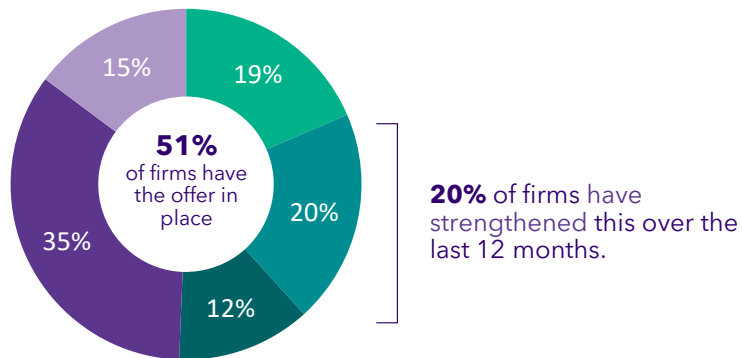
Oct 2022



Firms are increasingly raising awareness of menopause in the workplace

Financial services firms are active in raising awareness for menopause issues through various channels: **51%** of firms surveyed have **senior leaders championing menopause awareness** across their organisation, with **20%** strengthening this over the last 12 months. While **62%** are already implementing **support systems and employee networks**, a further **22%** have plans to introduce this support in 2023.

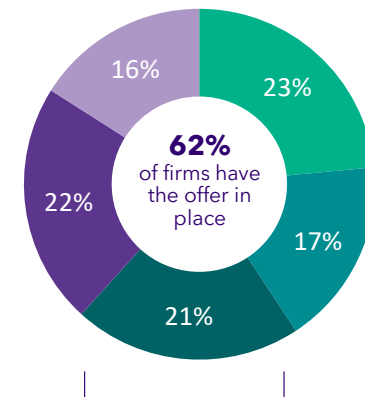
Senior leadership support



“ We have a very **young workforce** with very **few employees being over the age of 40...** but we have the conversation going and have creating strong **awareness and support.** ”

Representative from UK Fintech firm

Facilitate employee support systems and networks



Key

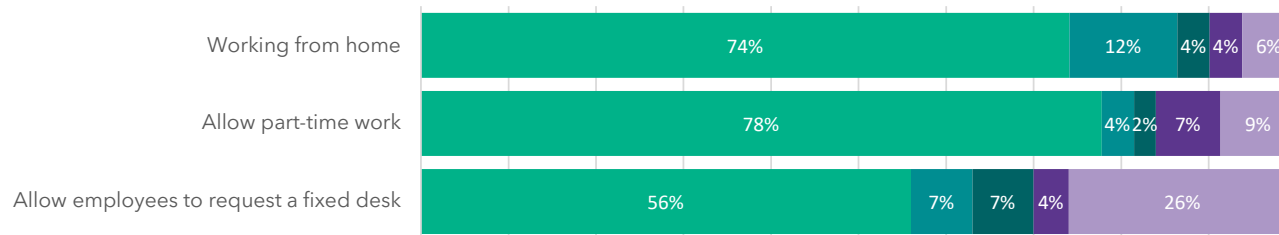
- Offer was in place before October 2021 and remains unchanged
- Strengthened existing offer since October 2021
- Newly introduced offer since October 2021
- Planning to introduce in next 12 months but not in place yet
- Not in place and not planning to introduce



Existing working arrangements provide necessary flexibility

Firms are offering a range of flexible working and support options, with **84%** of firms offering **part-time working arrangements** for those experiencing the menopause, and **70%** allowing employees to **request a fixed desk**. Most firms already had this type of flexibility and support in place before October 2021.

Workplace Flexibility and Menopause



“ We **do not have a formal written policy** regarding the menopause but we work with staff to make their **working conditions** and **comfort a priority**.

Representative from Insurance & Pensions firm

Key

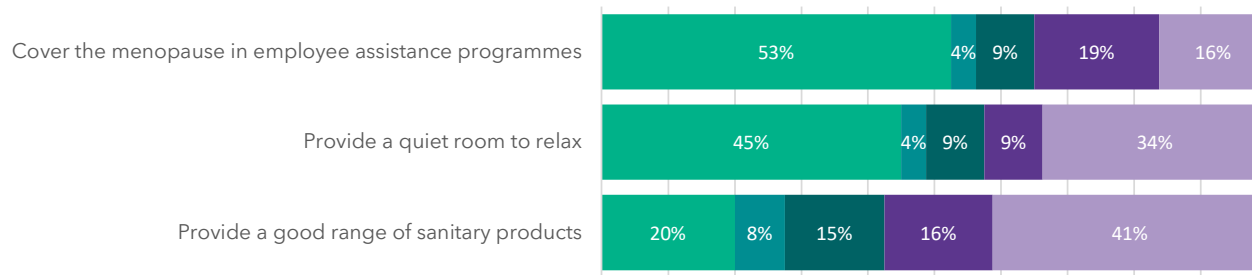
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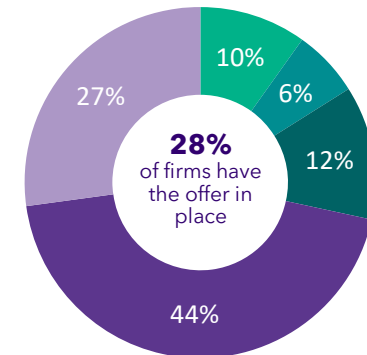
Employees benefit from practical measures and managers are being trained on how best to support individuals

Employees are being provided with a **range of support measures**, from employee assistance support hotlines to sanitary products. Firms are developing **training for managers and HR** on issues specific to the menopause, having grown to **28%** and is set to increase significantly next year, with **44%** of firms planning to introduce it.

Practical support for employees



Train manager and HR on menopause



“ Launching our **policy and manager training** has meant there is much more **open dialogue** about menopause in the firm - both within teams and functions, but it has also helped **build a community** of interested people to **build solutions and resilience**.

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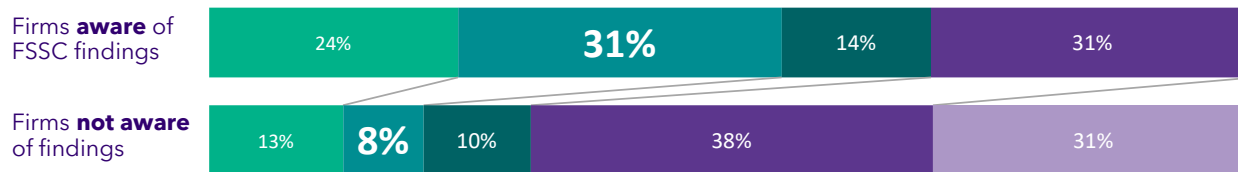
Representative from Insurance & Pensions firm



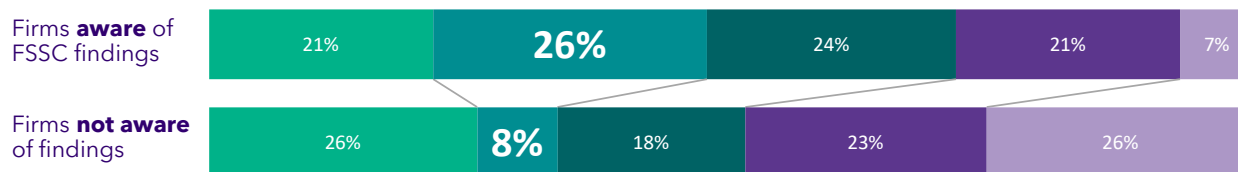
Firms aware of FSSC menopause research are more active in putting in place support

Firms who are actively engaged in the menopause agenda are more likely to have developed menopause support for employees over the last year, in line with recommendations from the report "[Menopause in the workplace](#)" published by the Financial Services Skills Commission and Standard Chartered Bank in October 2021. Firms aware of the research findings were almost **4x** more likely to have **strengthened offers for demonstrating senior leadership support** (31% vs. 8%) and **3x** more likely to have **facilitated employee support systems and networks** (26% vs. 8%).

Demonstrate senior leadership support



Facilitate employee support systems and exchanges



“ From a Leaders perspective it has given employees the **confidence** to have previously thought of 'taboo' conversations. They know that they can reach out for guidance and signpost **support** for their team members.

Representative from Insurance & Pensions firm

Fewer of the small firms provided menopause-specific support, but this may reflect that they are finding alternative ways to support employees, with a less formal / structured approach.

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Survey Respondents

A total of 81 different firms responded to the survey. A breakdown of their sectors and size are provided below.

- The survey was live from 27 July to 9 September 2022
- Firms participating in the survey represent a workforce total of at least 213,759¹ or 21% of the FS workforce

Sector Breakdown

Sector	Respondents (%)
Insurance & Pensions	44.4
Banking	16.0
Investment Management	13.6
Other sector	7.4
Financial Advisory	7.4
Fintech	6.2
Consulting	2.5
Chartered body/trade association	2.5

Size Breakdown

Sector	Respondents (%)
250 employees or more	70.4
Less than 250 employees	29.6

¹Out of the 81 respondents, 38 chose to remain anonymous and we cannot identify workforce size for these firms. Workforce numbers are from the [ONS 'UK business: activity, size and location' dataset](#).



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