



Humanitarian  
Leadership  
Academy

A quick guide to

# Menopause

Menopause is a natural biological process that marks the end of a person's reproductive years. It typically occurs in their late 40s or early 50s and is characterised by a gradual decline in the production of hormones leading to the cessation of menstrual periods.

Menopause happens to cisgender women (i.e. assigned female at birth), specifically to those with ovaries. Consequently, trans men might also go through menopause.

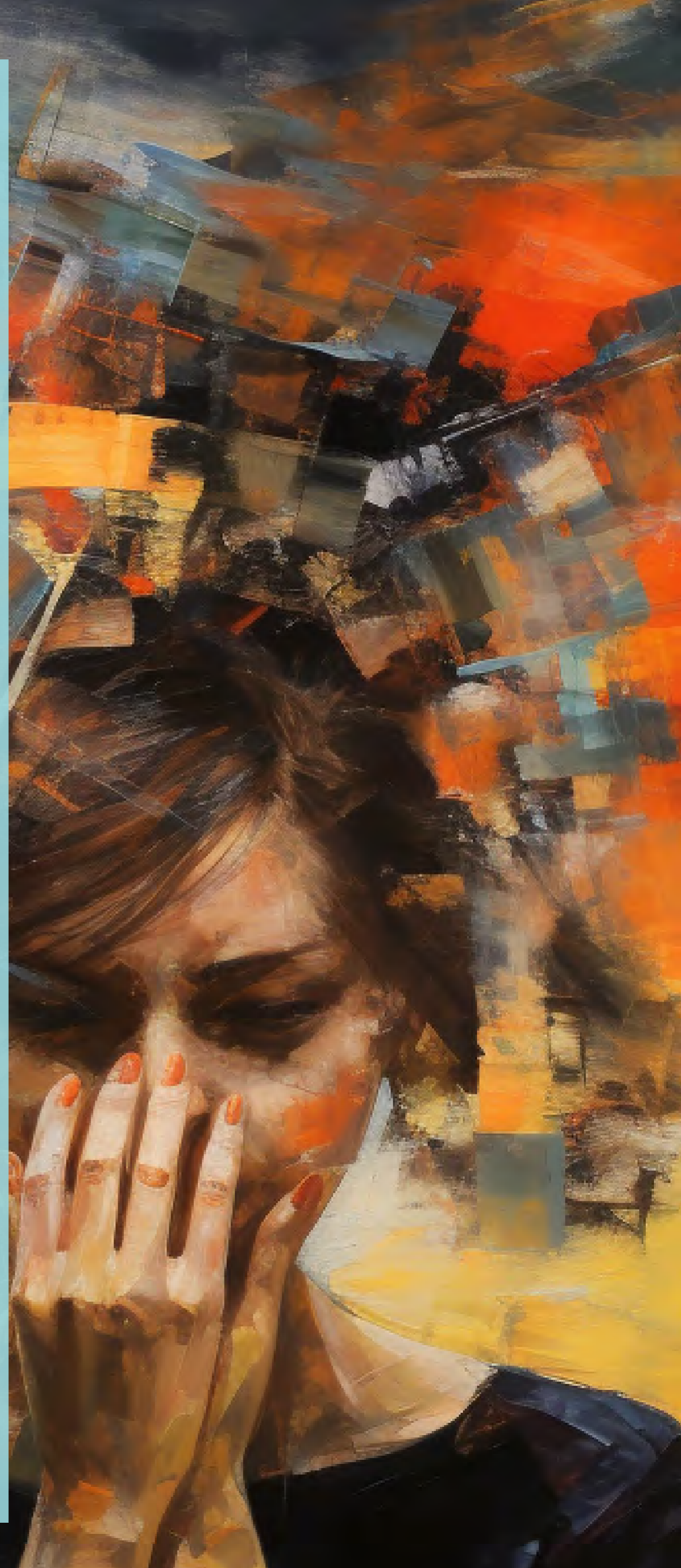
It's important to note that not all individuals will experience menopause in the same way. Symptoms may range from mild to severe and disruptive.

**Menopause is a normal and natural process.**



The severity and duration of symptoms can vary from person to person. Common symptoms of menopause include irregular periods, hot flashes, night sweats, mood swings, sleep disturbances and weight gain.

The duration of these symptoms can vary; for some, they may last a few years, while for others, they can persist for a longer time.





Menopause has historically been a topic surrounded by misconceptions, stereotypes, and negative attitudes in many societies.

Individuals going through menopause may face **discrimination or negative perceptions**, which can lead to feelings of invisibility or devaluation.

Menopause may be a **difficult subject to talk about**, leading to silence, lack of information and insufficient support.



**Tips for employees to help manage their symptoms and maintain their well-being in the workplace:**

Consider having a **private discussion with your Manager/HR** to inform them about your symptoms and any accommodations you may need.

Practice **stress management techniques** like deep breathing exercises, meditation, or mindfulness to help cope with mood swings and anxiety.



**Regular physical activity** can help reduce the severity of menopausal symptoms.

**Connect with colleagues or friends** who may be going through similar experiences. Sharing tips and support can be valuable.





**Managers play a crucial role** in creating a supportive and inclusive workplace for employees going through menopause.

Take the time to **educate yourself about menopause**, its symptoms, and its potential impact on employees. Understanding the challenges they may face is the first step in offering effective support.




Treat employees' concerns **confidentially and without judgment.**

Review and update **workplace policies** to include menopause and ensure that employees are aware of available resources and support.

Consider offering **training or sensitivity workshops** for your team to raise awareness about menopause and promote understanding.





The image is a composite. The left side shows a laptop computer with a semi-transparent blue overlay. The right side is a vibrant, painterly still life featuring a blue coffee cup on a saucer, surrounded by autumn leaves in shades of orange, yellow, and red. The overall aesthetic is warm and artistic.

Remember that every person's experience with menopause is unique, so your **understanding and compassion** can go a long way in helping someone navigate this natural life transition with greater ease.



For more information on the Humanitarian Leadership Academy:

**[humanitarianleadershipacademy.org](https://humanitarianleadershipacademy.org)**