

Reading list: Menopause matters: supporting health and productivity

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1 Description

- This tailored reading list includes signposted web links, links to e-Books held by the BMA library, and journal articles on the topic of **Menopause matters: supporting health and productivity** as a supplement to the Learning and Development webinar you attended on 11 October 2023.
- The selected content is representative of the current literature on this topic, inclusion on this list does not imply endorsement from the BMA.
- If you would like to request a literature search on any aspect of this topic please fill out a [request form](#) (this service is available to BMA Members only).
- This reading list prioritises online content to ensure all attendees can benefit from this supporting resource. However most full text links will be accessible to BMA Members only. Find out more about [the benefits of BMA Membership](#) and [join here](#).
- The BMA Library prioritises an e-first approach, however if you are near BMA House in London, we have a modern, purpose-built library space where members are welcome to come and study. Find out more and see how we can help you [here](#).

2 Obtaining full text articles

2.1.1.1 Full text links

If available, the full text link has been included.

2.1.1.2 Search for Journals

The BMA Library provides access to thousands of e-journals for all BMA members. Use our [journal search](#) or [search by citation](#) options on the library website.

2.1.1.3 Article Requests

Members can use our article request service to request digital copies of articles that are not available in our library collections. We will try to obtain these copies from other libraries in the UK on your behalf for a fee: £5.10 (+VAT) for the first ten article requests; £13 (+VAT) for all subsequent requests. To request digital copies of articles, use the [order an article form](#) on the library website (you must be signed in).

2.1.1.4 E-Books

We provide free, direct access to thousands of e-books for BMA members.

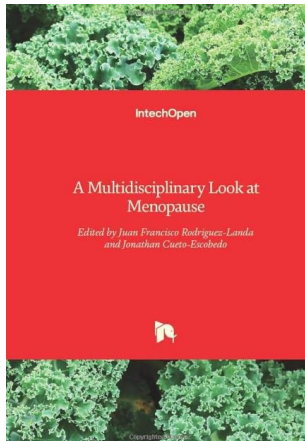
2.1.1.5 Further help

For any further help with getting full text articles, please contact the BMA Library Team (bma-library@bma.org.uk)

3 Results

Results

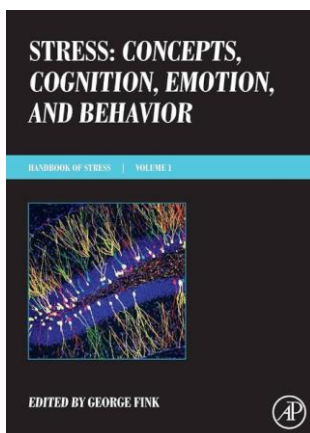
3.1 e-Books



Jonathan Cueto-Escobedo, and Juan Francisco Rodriguez-Landa. **A Multidisciplinary Look at Menopause**. IntechOpen, 2017.

Available online [here](#)

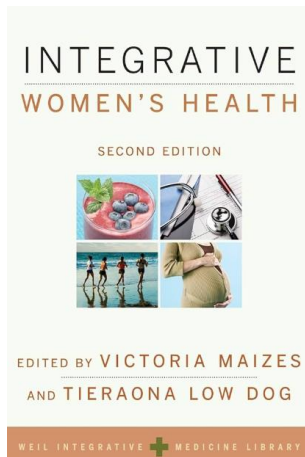
Factors as diverse as culture, diet, exercise, maternity, age, and genetics can influence the severity of symptoms that are experienced during menopause and can modify the response to diverse therapies. Studying menopause from a multidisciplinary perspective will help elucidate the different factors that affect health. This book presents several aspects of menopause, including its evolutionary origins, novel non-hormonal therapies, and the neurobiology of related disorders.



Simpson, E.E.A. "Chapter 57 - Stress and Coping in the Menopause." **Stress: Concepts, Cognition, Emotion, and Behavior**. Elsevier Inc, 2016. 451–455. [book chapter]

Available online [here](#)

Few studies have looked at what women find stressful during the menopause and the strategies they engage in to help them cope with this. The current chapter will provide an overview of the research that has been carried out on stress, coping, and menopause and the implications of this for menopause management.



Hudson, Tori. **“Menopause.”** Integrative Women’s Health. Oxford University Press, 2015. [book chapter]

Available online [here](#)

Menopause is a transition that women experience either naturally or secondary to surgery, medical treatment, or a medical condition. This chapter focuses on an evidence-based review of salivary and serum hormone testing, the use of bioidentical hormone therapy, dietary supplements and herbal remedies, acupuncture, mind–body approaches, and massage.



Astbury, Jill. *“Menopause and Women’s Mental Health: The Need for a Multidimensional Approach.”* **Contemporary Topics in Women’s Mental Health.** Chichester, UK: John Wiley & Sons, Ltd, 2009. 259–280. [book chapter]

Available online [here](#)

This chapter includes information on social, cultural, and contextual factors; variation in symptoms and symptom patterns; whether menopause is a time of increased risk for women's mental health; the relationship between menopause and depression in midlife; and therapeutic approaches in mid-life.

3.2 Web links



BMA

Challenging the culture on menopause for working doctors
 This report looks at the experiences of doctors and areas of action which could support doctors during this time, based on a survey of BMA members.

Available online [here](#)



BMA

Menopause support in the workplace
 This page contains information for individuals and employers on the types of support they should be receiving from their place of work.

Available online [here](#)



UK Parliament

Menopause and the workplace (first report of session 2022–23)

House of Commons Committee report, with recommendations to government

Available online [here](#)



Department for Work and Pensions

Menopause and the Workplace: How to enable fulfilling working lives - government response

Contains ten recommendations aimed at bringing about comprehensive change and support for those experiencing the menopause, in key areas of Government policy, employer practice, and wider societal and financial change.

Available online [here](#)



NHS England

Supporting our NHS people through menopause: guidance for line managers and colleagues

This guidance helps NHS organisations, line managers, and those working in the NHS understand more about the menopause, how they can support colleagues at work and those experiencing menopause symptoms.

Available online [here](#)



NHS Inform

Menopause and the workplace

Covers things you can do, how your employer can support you, how managers can support their employees, and existing national guidance.

Available online [here](#)



ACAS (Advisory, Conciliation and Arbitration Service)

Menopause at work

Includes sections on managing the effects of the menopause, supporting staff through the menopause, talking with staff about the menopause, and menopause and the law.

Available online [here](#)



CIPD (Chartered Institute of Personnel and Development)

Menopause at work: Guide for people managers

Guidance for managers on how to support employees through the menopause.

Available online [here](#)



HR Zone

Best practice for supporting employees during menopause

Covers the legal implications of employees going through the menopause and advises on best practise to support them.

Available online [here](#)



Gender GP

What is menopause and who exactly is affected by it?

Discusses menopause and how it affects the transgender community, especially in the workplace. Emphasises the importance of being as trans-inclusive as possible in the language that we use when describing medical conditions.

Available online [here](#)

3.3 Google Scholar



intitle:(menopause OR climacteric) (support OR "best practice" OR "good practice" OR advice OR tips) (productivity OR "work life" OR "working life" OR career OR workplace OR employee OR employer OR adjustments) -medline -embase

Click link to see [Google Scholar results](#)

BMA members can follow the instructions set out in [this library blog post](#) to directly access the full text of any of the Google Scholar articles that the BMA library has a subscription to (you only need to follow these instructions once).

*Please note that as Google Scholar results are ordered by relevance, the first few pages of results will be the most useful.

3.4 Journal articles

1. Schei, T. S. and Abernethy K. (2023).

“An evaluation of demographic characteristics and workplace experiences of UK employees using an employer-provided menopause application.”

Maturitas 177: 107803.

[Click to view full reference](#)

OBJECTIVES: The aim of the current study was to determine the demographic characteristics and workplace experiences of users of a menopause application in the UK.

STUDY DESIGN: A retrospective observational study of data extracted from the information submitted by 21,555 users of the Peppy Health menopause application during registration.

MAIN OUTCOMES MEASURES: Menopause symptoms were measured using the Menopause Rating Scale. The other questionnaire items assessed workplace impairment, work absence, thoughts about reducing hours or leaving work, feelings of support and disclosure confidence.

RESULTS: Users were predominately peri- and postmenopausal women between the ages of 40 and 60. The users reported menopause symptoms that were more severe than in the general population. Symptom severity was associated with work impairment and wanting to reduce hours worked or leave employment, and feeling supported was associated with less impairment.

CONCLUSIONS: The menopause application is reaching women in the workplace who are experiencing severe symptoms and who are likely to benefit from targeted support. Among the users of a menopause application, the presence of severe menopause symptoms can have a significantly negative effect on work and future participation in paid employment. The results also indicate the potential role of support to mitigate some of the negative impact.

2. Hardy, C. (2022).

“Opportunities for driving forward research, addressing older women’s health needs, and supporting women’s health in the workplace.”

Case Reports in Womens Health 34: e00408.

[Click to view full reference](#)

The UK’s Westminster Health Forum Policy Conference was held on 4 November 2021, titled the “Priorities for women’s health - tackling the gender health gap, recovering from COVID-19, promoting women’s only health concerns, and opportunities for research”. I was invited to speak and share my views on the opportunities we have for research to address women’s health needs and supporting women at work. I proposed several key areas addressing promising approaches to research, key target groups and topics, as well as the role of funding and employers to help influence research and create a positive impact on older women’s health.

3. Anonymous (2022).

“More pressure for menopause support in the workplace.”

Post Reproductive Health.

[Click to view full reference](#)

Several trades unions in Britain have been vocal in their calls for more support for menopausal women in the workplace. Even the BMA, the UK doctors’ union, following a survey of members in 2019 identified five ‘areas of action’ for support to doctors going through the menopause.

‘Menopause and the workplace’ is now one of eight enquiries currently in the hands of Parliament’s Women and Equalities Committee, which opened in July last year and is now moving into its later rounds of oral (not written) evidence. Earlier evidence had noted that three in five menopausal women - usually aged between 45 and 55 - were ‘negatively affected’ at work and that almost 900,000 women in the UK left their jobs because of menopausal symptoms. ‘Women in this age group are likely to be eligible for senior management roles,’ noted the committee, ‘and so their exit can lessen diversity at executive levels. It can also contribute to the gender pay-gap and feed into a disparity in pensions.’

4. Jack, G., et al. (2021).

“Menopause in the workplace: Building evidence, changing workplaces, supporting women.”

Maturitas 151: 63-64.

[Click to view full reference](#)

Employers generally have a legal duty of care to protect the health and well-being of their employees. Evidence from UK employment tribunals suggests that menopause may be protected within the context of equalities legislation while some commentators have indicated menopause may be protected through Health and Safety Acts and jurisdiction. Beyond legal compliance, there is also a strong business case for supporting women in midlife and beyond (post-menopause), as they represent a talented, experienced yet often overlooked or ‘untapped’ workplace cohort.

Together, these factors provide a pressing argument why organisations should act to better support women managing menopausal symptoms in the workplace.

5. Hardy, C., et al. (2017).

“What do working menopausal women want? A qualitative investigation into women’s perspectives on employer and line manager support.”

Maturitas 101: 37-41.

[Click to view full reference](#)

OBJECTIVES: To explore women’s perspectives on what employers and managers should and should not do in relation to women going through the menopause.

METHODS: An online questionnaire was used to collect qualitative data in a cross-sectional study of working women. Three open-ended questions asked peri- and post-menopausal women, aged 45-65 years: (i) what they thought employers could do, or should do, to help menopausal women who may be experiencing difficult menopausal symptoms at work; (ii) how managers should behave; and (iii) how managers should not behave towards women going through the menopause.

RESULTS: 137 women responded to the open questions in the survey. An inductive thematic analysis was conducted and three overarching themes emerged. Theme 1 related to employer/manager awareness, specifically to knowledge about the menopause and awareness of how the physical work environment might impact on menopausal women. Theme 2 related to employer/manager communication skills and behaviors, specifically those considered helpful and desired and those considered unhelpful and undesired. Theme 3 described employer actions, involving staff training and raising awareness, and supportive policies such as those relating to sickness absence and flexible working hours.

CONCLUSIONS: The menopause can be difficult for some women to deal with at work, partly due to the working environment. To our knowledge, this is the first study to explore women’s descriptions of how they would like to be treated by employers/managers, and what would be helpful and unhelpful. The results have clear implications for communication about menopause at work and for employer-level policy and practice.