

Menstruation & Menopause at work

8 Practical Pillars in ISO 45010

1. Physical Aspects

Environment
Temperature
Toilet and wash facilities
Layout
Clothing and furniture

2. Policy & Practice

Consultation
Awareness across all
employment lifecycle policies
Adjustment passports
Fair absence reporting
Safety compliance

3. Supportive Culture

Education
Manager training
Support networks
Challenging stigma
Confidential check-ins

4. Job Design

Changing break/shift schedules
Microleave to avoid full day
absences
Flexibility around time and
location of work

5. Disclosure & Privacy

Storage of sensitive data,
Consensual sharing of information
Pathways to disclose

6. Inclusivity

Private disposal and wash
facilities
Gender sensitive risk
assessments
Inclusive and positive language
Intersectional considerations

7. Evaluation & Metrics

Baseline surveys
Determine ROI metrics
Include reference in existing data
collection cycles
Re-hire cost calculations, exit
data

8. SME Considerations

Leverage free tools
Recommend external high-quality
resources
Develop cross sector
communities of practice
Modify and adapt existing
employment policies