

Menstruation & Menopause at Work

8 Practical Pillars included in ISO45010

PHYSICAL ASPECTS

- Environment
- Temperature
- Toilet and wash facilities
- Layout
- Clothing and furniture

POLICY AND PRACTICE

- Consultation
- Awareness across all employment life course policies
- Adjustment passports
- Fair absence reporting
- Safety compliance

JOB DESIGN

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

SUPPORTIVE CULTURE

- Education
- Manager training
- Support networks
- Challenging stigma
- Confidential check-ins

DISCLOSURE AND PRIVACY

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

SME CONSIDERATIONS

- Leverage free tools
- Recommend external high-quality resources
- Develop cross business communities of practice
- Reference in existing employment policies

EVALUATION & METRICS

- Baseline surveys
- Determine ROI metrics
- Reference in existing data collection cycles
- Inaction cost calculations
- Exit data

INCLUSIVITY

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

Source: <https://www.iso.org/standard/45010>

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