

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Menopause and Perimenopause at Work

Supporting Women Through the Most Invisible Workplace Health Issue

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



मनस् – Center for Mental Wellness & Counselling

Programme Overview

Menopause and perimenopause affect approximately 50% of the workforce, presenting a range of cognitive, emotional, and physical symptoms that are often overlooked by organizations. This programme aims to equip your organisation with the knowledge and strategies to support employees through these transitions, fostering a more inclusive and productive work environment.

Learning Objectives

- ✓ Participants will gain a comprehensive understanding of the physiological and psychological changes associated with perimenopause and menopause, recognizing the diverse ways these can manifest and impact daily functioning.
- ✓ Attendees will learn to identify the specific workplace challenges faced by individuals experiencing menopausal symptoms, such as cognitive fluctuations, mood shifts, and fatigue, understanding their direct impact on performance and well-being.
- ✓ The programme will explore the critical reasons why talented women may consider leaving their jobs during menopause and provide actionable strategies for retention and support.
- ✓ Participants will be educated on the legal and ethical considerations for implementing reasonable adjustments and supportive policies within the Indian context.
- ✓ The session will guide attendees on how to cultivate an organisational culture that is open, supportive, and menopause-friendly, reducing stigma and encouraging communication.
- ✓ Attendees will develop practical skills to initiate conversations about menopause with empathy and provide appropriate support to colleagues and team members.

WHO SHOULD ATTEND

This programme is essential for HR professionals, all levels of management, senior leadership, and all women employees who wish to understand and address menopause within the workplace context.

Programme Content

1. Understanding Menopause and Perimenopause: Symptoms and Timelines

This section demystifies perimenopause and menopause, explaining the hormonal shifts and their typical timelines. We will cover the wide array of common symptoms, from hot flashes and sleep disturbances to joint pain and vaginal dryness, emphasizing that experiences vary greatly among individuals. Understanding these physical and emotional changes is the first step towards providing effective support and recognizing how they can influence an employee's day-to-day work life. We will also touch upon the cultural nuances in India where discussions around women's health can be sensitive, affecting how openly these issues are addressed.

 **Activity: Group discussion on common misconceptions about menopause.**

2. The Workplace Impact: Cognitive, Emotional, and Physical Effects

We will delve into how menopausal symptoms specifically affect the workplace. This includes exploring cognitive challenges like 'brain fog,' memory lapses, and difficulty concentrating, which can impact productivity and confidence. The session will also address emotional changes such as increased anxiety, irritability, or low mood, and the physical toll of fatigue and hot flashes during work hours. Understanding these impacts helps managers and colleagues offer empathy and appropriate accommodations, fostering a more supportive professional environment.

 **Activity: Scenario-based problem-solving: identifying workplace challenges.**

3. Preventing Talent Loss: Supporting Employees Through Menopause

This crucial section addresses why talented women may consider leaving their careers during menopause, often due to a lack of understanding and support. We will discuss how symptoms can lead to decreased job satisfaction, increased stress, and a feeling of being undervalued. The focus will be on proactive strategies organisations can implement to retain valuable employees, including open communication, flexible working arrangements, and visible leadership commitment to employee well-being during this life stage.

 **Activity: Brainstorming retention strategies for employees experiencing menopause.**

4. Reasonable Adjustments and Supportive Policies

This segment provides practical guidance on implementing reasonable adjustments and policies tailored to support employees experiencing menopause, considering the Indian legal framework and cultural context. We will explore examples such as adjusting working hours, providing access to quiet spaces, offering flexible leave options, and ensuring adequate ventilation. Developing clear, inclusive policies demonstrates an organisation's commitment to its employees' health and well-being, creating a safer and more productive workplace for all.

 **Activity: Developing sample policy clauses for menopause support.**

5. Cultivating a Menopause-Friendly Workplace Culture

Creating an open and supportive culture is paramount. This section focuses on breaking down the stigma surrounding menopause, often exacerbated by cultural taboos in India. We will discuss how leaders and colleagues can foster an environment where employees feel comfortable discussing their needs without fear of judgment or negative repercussions. This involves promoting awareness, encouraging empathetic conversations, and embedding menopause support into the organisation's values and daily practices.

 **Activity: Role-playing empathetic conversations with colleagues.**

6. Actionable Steps for Implementation and Ongoing Support

This final section synthesizes the programme's learning into a concrete action plan for your organisation. We will outline practical steps for HR, managers, and leadership to implement supportive policies and foster a menopause-friendly culture. The focus will be on creating sustainable change through continuous awareness campaigns, regular policy reviews, and ongoing training to ensure that all employees feel valued and supported throughout their careers.

 **Activity: null**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Conduct an initial awareness session for HR and senior management on menopause in the workplace.	HR/Manager	Week 1	Focus on the business case and leadership buy-in for menopause support initiatives.
Develop and disseminate a clear organisational policy on supporting employees experiencing menopause.	HR	Month 1	Include provisions for reasonable adjustments, flexible working, and access to information.
Train all line managers on how to have supportive conversations and implement accommodations.	Manager	Week 2	Provide practical tools and scripts for empathetic communication and problem-solving.
Launch an internal communication campaign to raise awareness and reduce stigma around menopause.	HR	Month 1	Utilize internal newsletters, intranet, and town halls to share information and resources.
Establish a confidential support channel or point of contact for employees seeking guidance or assistance.	HR/Manager	Month 2	Ensure this contact is well-trained and understands the sensitivities involved.
Integrate menopause support into broader employee well-being and diversity & inclusion strategies.	Leadership	Quarter 1	Embed menopause awareness into onboarding, performance reviews, and general wellness programs.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

Manas – Center for Mental Wellness & Counselling

A MSME-registered organisation dedicated to evidence-based mental wellness.

UDYAM-MP-10-0120839

Ready to Partner With Us?



Website

manas365.com



Corporate Enquiries

manu@manas365.com



WhatsApp

[+91 99818 13224](https://wa.me/919981813224)



Book a Meeting

manas365.com/book-session

Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224 This document does not constitute a legal instrument and carries no legal standing or admissibility in any court of law or official proceeding.