



SLOVENSKI STANDARD

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Sistem vodenja varnosti in zdravja pri delu - Menstruacija, menstrualno zdravje in menopavza na delovnem mestu - Napotki

Occupational health and safety management – Menstruation, menstrual health and menopause in the workplace – Guidance

Titre manque

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Foreword

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This document was prepared by Technical Committee ISO/TC 283, *Occupational Health and Safety Management*.

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Introduction

0.1 General

This document can assist organizations in developing and embedding supportive structures, policies and practices for menstruation, menstrual health, and menopause, and promote inclusive workplaces. The practical workplace adjustments and activities recommended here complement good practice in workplace wellbeing and occupational health and safety (ISO 45001) and gender inclusion in the workplace (ISO 53800).

Menstruation, menstrual health and menopause are not medical conditions but life course experiences (See [A.1](#) & [A.2](#)). For many workers, the experience of menstrual health and menopause is managed independently and privately without the need for additional support by organizations.. However, organizations can introduce adjustments, supportive mechanisms and policies that reduce stigma and make a significant and positive difference to workers.

Providing a supportive and inclusive workplace environment around menstruation and menopause can have significant positive effects for worker engagement, job satisfaction and a more inclusive and culturally safe workplace environment for all. A lack of knowledge, understanding or support for menstrual health or menopause and associated symptoms can lead to challenges including presenteeism, absenteeism, disengagement and additional or increased turnover costs.

Recommendations can assist employers and organizations, supervisors, human resources (HR), occupational health and safety (OH&S) professionals, onsite healthcare professionals, wellbeing and diversity and inclusion (D&I) practitioners, and architects and interior designers responsible for work space construction and refurbishment. It can also support those workers who are responsible for managing individuals' performances, workloads, wellbeing or work environments.

NOTE 1 In this document the term 'menopause transition' is used to refer to the experiences of pre- post- and menopause transition. See 3.0.

NOTE 2 Further information on menstruation, menstrual health and menopause can be found in [Annex A](#).

NOTE 3 See also ISO 25551 for guidance on generating a carer-inclusive workplace and ISO 25550 for guidance on generating an age-inclusive work environment.

NOTE 4 While the document does not consider andropause in the workplace, many recommendations here can also support workers experiencing andropause. Refer to [Clause 3.1](#) for the definition.

0.2 Why start addressing this topic now?

By 2030, over 1.2 billion women worldwide will be menopausal or post-menopausal, meaning a significant number of workers are or will experience menstruation and menopause while in the workplace. While gender parity in labour force participation varies across different economies, it is often the case that women are often expected to fit into modes of working and cultural expectations that were historically designed at a time when women were not equally represented or prioritized as workers. Symptoms associated with menstruation and menopause can also coincide with significant life challenges and responsibilities, and research has shown that stress and symptoms associated with menopause are inextricably linked. For example, symptoms associated with menstruation and menopause might occur when workers are also dealing with stressors such as other health conditions; fertility issues; managing childcare and care for older parents; children leaving home; financial constraints; relationship breakdown or other significant life events.

Promoting and supporting the health of workers brings multiple benefits to organizations, reducing occupational risks and absences. It can increase reputation through attracting a workforce that want to work in organizations that are inclusive, supportive of worker health and wellbeing, and free from deliberately or accidentally discriminating against different groups.

There are other financial reasons for taking into account menstrual and menopausal health in the workplace. There are direct financial costs associated with the recruitment and training of new staff to replace those who have left. There are also indirect costs due to the loss of talent, knowledge and experience within the organization.