

Challenges:



Menopause and its impacts on women in the workplace are not well understood or discussed. It was felt that open discussion, conversation, and the provision of resources would help individuals and the organisation.

Menopause impacts general female wellness, mental health and potentially their performance - indeed many women going through the menopause consider leaving full time employment because of the struggles they experience.

It is hoped that by opening up the conversation, engaging the organisation, including line management, as well as the women themselves, it will be possible to improve the female experience, offer support to them and generally raise awareness in a constructive and positive way.

Impact:

The focus on Menopause in the Workplace has only recently begun. However, the discussions so far have been well-received and well supported. Females of all ages have engaged with it and participated with the events so far.

Our conversations, in conjunction with increased publicity in the mainstream media have definitely raised awareness and opened the subject up for discussion in a way not previously experienced by many. The main impact so far has been to open a conversation which many had not had before and to create a space where women have shared their experience and ideas positively.

Value gained:

The value and benefits from the focus on Menopause in the Workplace are not fully realised as yet, because this is a new campaign. However, the feedback received so far has been positive. Females have been keen to participate in the conversations and have engaged positively with them. This has encouraged us to develop and progress plans to offer a more dedicated Menopause support network.

Fact box



Company

Aggregate Industries

No of employees

c4,000 employees nationwide

Website

<https://www.aggregate.com/>

Main contact

Hazel Mooney, Senior HR
Business Partner

Services

Aggregate Industries manufacture and supply a wide range of construction materials including aggregates, asphalt, ready mix concrete and precast concrete products. AI also produce, import, and supply cementitious materials and offer a national road surfacing and contracting service.

About

We are committed to building solid, successful relationships with our customers. With the right products, tools and systems, people and knowledge, our job is to make it