

# The Menopause is a Workplace Issue Survey



The menopause is a natural part of the ageing process and yet in many workplaces is still regarded as a taboo subject. Many women experience significant physical and emotional side effects during the menopause years and often find their symptoms are made worse by work.

Usdaw wants to find out more about the experiences of its women members during menopause so we can identify what more employers need to be doing to support women at work.

Could you spare a couple of minutes to answer some questions about your experience?

Your reply will be treated in strict confidence and we are not asking for any personal details. Usdaw will use the results from this survey to support and evidence our work on the menopause. Information on how we process and store personal data can be found on the Usdaw website at [www.usdaw.org.uk/Privacy-Notice](http://www.usdaw.org.uk/Privacy-Notice)

## 1. Your age?

Under 45  45-50  51-55   
Over 55

## 2. Your Employer?

Tesco  Sainsbury's  Morrisons   
The Co-op  Other \_\_\_\_\_  
*(please specify)*

## 3. Are you employed in:

Retail (Large Store)  Retail (Convenience Store)   
Distribution  Other \_\_\_\_\_  
*(please specify)*

## 4. Have you experienced, or are you currently experiencing, menopause symptoms at work?

Yes  No

## 5. Do you feel your job role or work environment is making/made your menopause symptoms more difficult to manage?

Yes  No

## 6. If you have experienced problems at work related to the menopause, did you talk to any of the following about how the menopause affects you?

*(Please tick all that apply)*

Your manager/employer  A colleague   
A friend/family member  Your Union rep   
Your partner

## 7. If you approached your manager, how helpful were they?

Very helpful  A little helpful   
Average  Unhelpful   
Very unhelpful

## 8. Did your manager make any adjustments to your role or work environment to support you?

Yes  No   
I did not need any adjustments

## 9. If yes, what adjustments were made?

*(Please tick all that apply)*

- a) Additional rest breaks
- b) Access to water
- c) Access to a quiet room
- d) Changes to hours/days of work
- e) Changes to job role/duties
- f) Relaxing of uniform regulations
- g) Other changes *(please specify)*

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10. Have you taken time off work as a result of your menopause symptoms?

Yes  No

11. If you have taken time off because of the menopause, did you give the absence reason as menopause or another health issue?

Menopause  Another health issue

Did not take any time off

12. Which of the following symptoms of the menopause have you found most difficult while doing your job?

(Please tick all that apply)

a) Hot flushes

b) Brain fog/memory problems

c) Anxiety

d) Mood swings/irritability

e) Fatigue and tiredness

f) Other symptoms or comments:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

13. Does your employer have a menopause workplace policy or guide?

Yes  No  Dont know

14. Are you an Usdaw member?

Yes  No

15. If no, would you like to join?

Yes  No

16. You do not have to give your name but if you are happy for us to contact you to find out more about your experience, please fill out the details below:

Name \_\_\_\_\_

email \_\_\_\_\_

Please return your completed survey to Usdaw's Head Office. Just write FREEPOST USDAAW on the envelope and put it in the post - you do not need a stamp.

Alternatively, complete this survey online at: [www.usdaw.org.uk/menopausesurvey](http://www.usdaw.org.uk/menopausesurvey)



Scan to complete online



To find out more about Usdaw's equalities work visit [www.usdaw.org.uk/equalities](http://www.usdaw.org.uk/equalities)

To Join Usdaw visit [www.usdaw.org.uk/JoinUs](http://www.usdaw.org.uk/JoinUs) or call 0800 030 80 30

The data you are providing us will be used for statistical purposes in supporting our campaign as well as updating any contact details held on your membership record (if you are an Usdaw member). This is in pursuit of the Union's legitimate activities stated in the Objects in the Rule Book and in order to fulfil our contractual obligations to you as a member. This processing involves your personal data and special personal data. The data that we collect about you here will be stored securely. The survey responses will be retained for the duration of the campaign and the membership record will be retained for the duration of your membership plus 20 years in line with our membership record retention schedule. For further information visit [www.usdaw.org.uk/privacy](http://www.usdaw.org.uk/privacy)

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