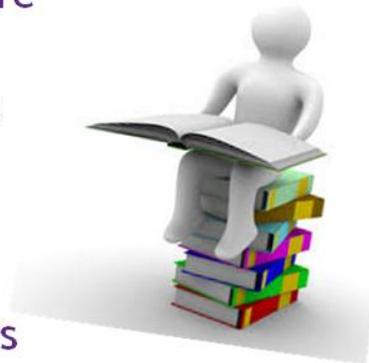


Module 4 - Step 3: Workplace Culture & Research - Audio Transcript

Hello and Welcome back!

Module 4 - Step Three Workplace Culture & Research

- Workplace Culture
 - Research
- Gender Differences
 - Case Studies
 - GP's
- Q/A + Key TakeAways



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In this module we look at gender differences, the research that out's there, a couple of case studies and last but not least what Doctors think about menopause but first of all, let's remind ourselves of what's going on and why it is important to complete this course on menopause in the workplace:

- Women can feel pretty wretched as they go through menopause. Better knowledge and understanding will help women regain their confidence, feel valued and recognised, which, in turn, will help them, grow in their chosen career course.
- Many women at the time of menopause feel disengaged at work; they feel they don't belong anymore
- They report feeling overwhelmed
 - What some women are hearing from managers, is *"if you can't do your job, there are plenty who can"* (and that was from a female manager!) We really need to get the right message out there.
 - All this emphasises the point that *women have significant and different needs*

So, let's start with taking a look at the current workplace culture. Once we understand that situation we can challenge the status quo and get the right things happening!

Poor Workplace Culture ~ Support for Women is lacking

- Poor workplace culture
- Constant fight against the tide for recognition and awareness
- **Women have significant and different needs**
- Low self-esteem
- Avoid Resignations for Work/Life Balance



What does ‘poor workplace culture’ mean? Well, historically speaking, the workplace was designed by men to accommodate male working practices - and there’s nothing wrong with that, except when factoring in women in the workplace and their different needs, including different styles of working. Women have a long reproductive cycle and the workplace acknowledges this with maternity support and also updated training for ‘returners’. BUT when it comes to hormonal health, this becomes such a personal subject that many issues are not raised properly or at all; perhaps from *fear* of ridicule or they’re experiencing actual ridicule and generally because of lack of understanding.

Take a look at this piece of research by Prof Amanda Griffiths et al of Nottingham University, it’s quite telling. I use many of the stats from this research when speaking publicly or in live workshops and I’ve used some of the stats which you will see in my images in this course. Here’s the research: www.bohrf.org.uk “Women’s Experience of Working through the Menopause”.

Confidence & Self-Esteem Crashes



- 67% of women say they lose confidence at formal meetings & presentations
- 48% lose confidence with high visibility work
- 46% lose confidence over learning new things/procedures
- 39% lose confidence over tasks requiring attention to detail
- 35% lose confidence when working to a deadline

Any research you may look at from time to time, on any subject, often shows results quoting % as 0.05% will achieve x, y, z or maybe the numbers may stretch to 0.5% and that's the key difference here; the percentage of women expressing dissatisfaction with, particularly, line managers but also how their confidence levels drop which, in turn has a detrimental effect on productivity or performance and may contribute to increased absenteeism. Take a look at the image here where, the lowest % mentioned is 35% where women lost confidence when working to a deadline. Big difference! 0.05% or 35% - it's telling a real story.

XXXXXX There seems to be a constant fight against the tide for recognition and awareness about something that isn't quite right but can't be named and women themselves don't understand about the status of their hormones and therefore cannot voice their true feelings or what recognition they are looking for. I think we can agree that that is all about to change!

Click on the PDF for links to some of the best current research on the subject, and guess what? *The overall conclusion is that employers need to sit up and listen and do something...*

I've also added a link to an article written for the Police Federation newsletter where the author emphasises how older female officers could be left feeling isolated without support for menopause. I think this adds impetus to the need for more information and support as it brings the story into a real life scenario and one, which can no longer be ignored. Other interesting links have been included, too.

All this, of course, brings us nicely to the final image in this section where I would like you to reflect on 'Disciplinary Procedures', the misdiagnosing of stress, anxiety and depression and then losing valuable highly trained staff. Ally this to the research quoted here and I think you will agree that it is time to not only look at the role hormonal anarchy plays, affecting

women at work but also that a policy on menopause at work would be a good idea as this would show that this condition is now officially recognised and that support and advice is available to all who seek it. Let's also remember this is a transient phase of a woman's life and can be controlled.

Let's avoid...

- Disciplinary Procedures
- Losing Valuable, Highly Trained Staff, Mentors and Role Models
- Misdiagnosing Stress, Anxiety and Depression



So, now, let's take a look at the next recording where we discuss gender...