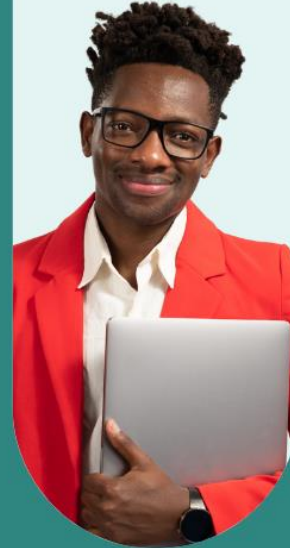




What does a Menstruation Friendly Workplace mean to your people?

An employer insight session with practical takeaways.



Why menstruation and menstrual health at work is urgent and important

DEMOGRAPHIC CASE

BUSINESS CASE

LEGAL CASE

SOCIAL RESPONSIBILITY CASE

Improve performance, increase productivity ...

The design of work can have a major impact on an employee's engagement, motivation, and physical and mental health.



70-90% experience symptoms!¹ For **30-40%**, severity impacts daily life²

8.4
DAYS PER YEAR

lost
productivity

13.8%
REPORT ABSENCE

during their
period

25%
IMPACTED

on their career

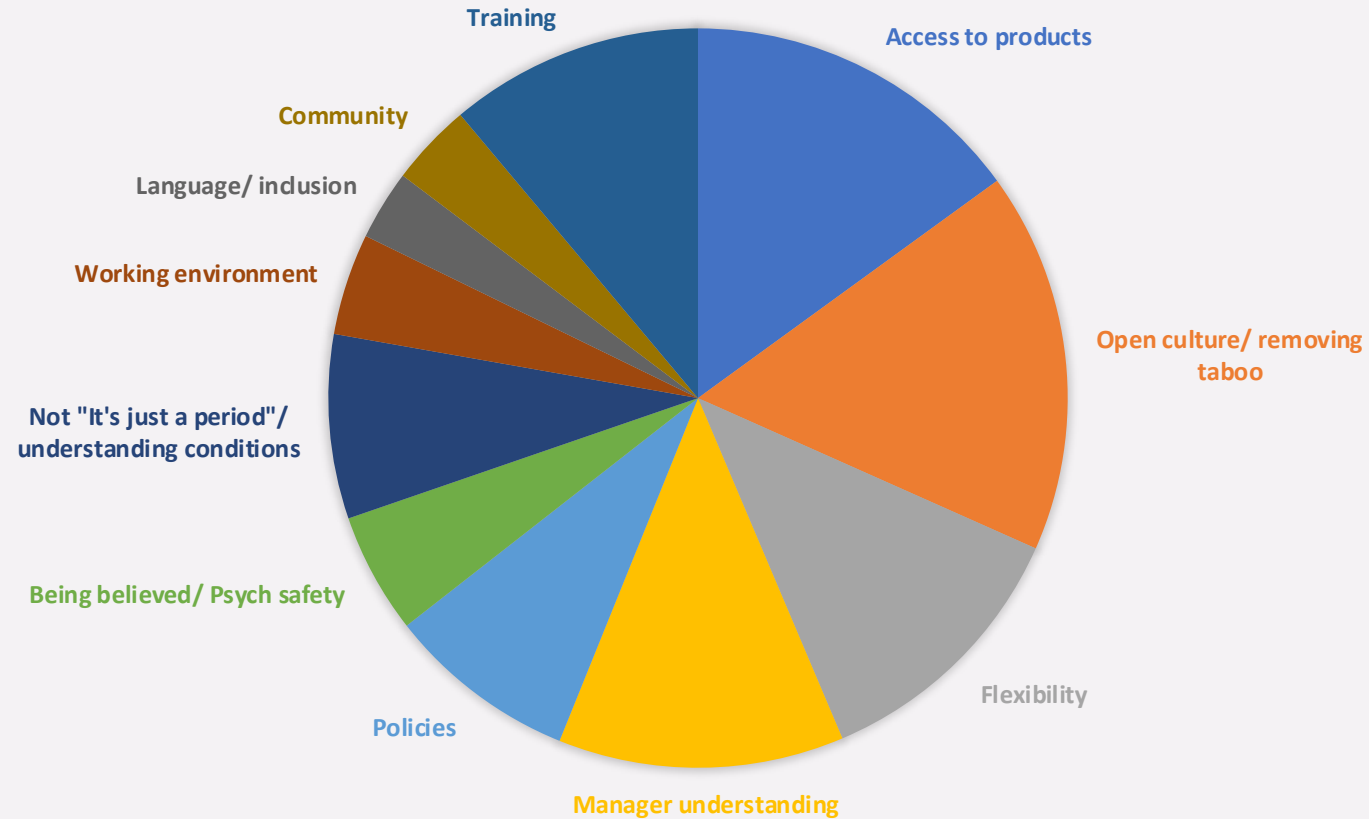
There are an estimated **15 million** women who menstruate in the UK – **72%** of which are in work (ONS)



What do
people
want?



What people want ...



What people want – practical, visible support

Access to products
& menstruation-
friendly facilities



Open culture &
reducing
stigma / taboo



Flexibility that
enables
productivity



What people want – trust, confidence and safety

Manager understanding, training & confidence



Policies & formal recognition



Psychological safety, dignity & being believed



What people want – support, inclusion and community

“It’s not just a period”:
recognising
conditions



Environment,
uniforms &
practicalities



Language,
inclusion &
community



What people say ...

“
A menstruation-friendly workplace is about feeling safe to show up as my whole self,
”

“
We need workplace policies that don't punish women for taking time off when they physically can't attend.
”

“
Managers know how to effectively support anyone who is struggling and don't dismiss their concerns as not relevant.
”

“
Uniforms should be flexible and not too fitted. They should be dark in colour especially from the waist down.
”

“
Working for an organisation that understands the challenges and experiences women face at different stages of their workplace lives is incredibly important.
”

“
More than anything, it's about dignity - being able to thrive in my career while honouring what my body needs.
”



Menstruation Friendly workplace



Every employer is different



Menstruation friendly workplace



Culture

- Have you created a culture where menstrual health can be talked about openly?
- Have you created a culture where people feel supported and able to thrive?



Policies and practices

- Is it clear how you support menstruation and menstrual health at work?
- Are people aware of how they are supported and the important role they play?



Training

- What is the knowledge level like in your organisation?
- Do your people have the right knowledge and skills to talk about menstruation and menstrual health confidently?



Engagement

- Have you listened to people in your organisation about their lived experience?
- Do people have the opportunity to share their story?
- How do you engage everyone?



Working environment

- Does your workplace help or hinder those experiencing symptoms?
- Think about the different roles and locations



Ninja Theory

- Recognised the need to start the conversation
- Took a proactive, leadership-driven approach
- Embedded menstruation within a broader health and inclusion strategy
- Focused on awareness and education
- Created a culture where people don't struggle in silence
- Committed to external standards

Independently accredited
menstruation friendly
employer



Lloyds Banking Group

- Start with culture: openness, empathy and visible advocacy
- Learn from live experiences
- Build on what already works
- Create safe spaces for conversation
- Empower a small, committed working group
- Put resources in one clear, easy-to-find place
- Support and train managers
- Practical support – period products/facilities considerations
- Treat it as a shared learning journey

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PROUD
to display
the **BADGE**





Be inspired
by leading
employers



Download free resources
to support your
organisation here

