

# Nest Workplace Kete

## Supporting the Menopausal Transition

Its 2024 and Aotearoa New Zealand has an 8.6% gender pay gap, a 36% retirement gap, a lack of female leaders and an aging workforce. We have more women in paid employment at this life stage than ever before, and according to recently released data (MenoDoctor Survey, NZ 2023), we are losing 1 in 12 due to lack of support for their symptoms in the workplace. The time is now. Be part of the solution.

The benefits of doing this mahi:

- Attract and retain key female talent
- Improve gender balance
- Increase female representation in leadership/management roles
- Reduce your overall gender pay gap
- Reduce employee relation issues and absenteeism
- Reduce recruitment costs
- Increase productivity and engagement
- Be seen as an employer of choice with a great reputation.
- You are doing the right thing – your employees will love you for it!



Our DE&I Specialist and education providers at Nest have expertise in menopause support in the workplace and progressing gender equality. We are here to provide clear direction and guide you through your journey to a more inclusive culture.

## Our Workplace Kete – Supporting the Menopausal Transition

A package deal including the following:

- Supporting the Menopausal Transition Workbook.  
This great resource will help to guide you, providing NZ specific statistics, 'how to' information and examples of best practice.
- An initial one-hour consultation to go through the sections of the workbook and provide direction on key focus areas to get you started.
- A one-hour 'starter' training session on either Menopause Awareness (for all employees) or Menopause for Managers. Your choice of online or face to face training. (Further, more targeted training sessions can be purchased at an additional cost, and a discount is offered for ongoing annual training)
- Three additional consulting hours to help keep you on track with your menopause in the workplace initiatives and provide any support or advice. (further consulting hours can be purchased at an additional cost as needed)
- Workplace Menopause Allyship Badge: It's important to show your organisational commitment and support for employees experiencing the menopause transition at work. This badge will help spread the word internally, so your employees know they are working for a company where this life stage is supported and respected. Externally, your badge will assist in the attraction of female talent and aid in your brand reputation as an inclusive employer.
- Three 30min online 'check in' meetings throughout the following year to help you keep the momentum going and offer support and advice. This mahi is an ongoing project that needs to be embedded as part of your culture.
- Additional resources such as posters (great on the back of the bathroom door) with QR codes to link to further information, forms to track menopause symptoms with tips to prepare for health professional appointments. You may wish to time these in with events such as 'World Menopause Day', 'International Women's Day', 'Mental Health Week' or similar – where we can steer you in the direction of resources fitting to the topic.



## Menopausal Transition Workbook – What it covers:

<p><b>Section 1 – Purpose</b> The 'why' for doing this work. Our workbook takes you through your responsibilities as an employer to consider gender equality, social responsibility, legal responsibility, and help you understand benefits from a business point of view. It also provides guidance on how to establish your purpose for this work as an organisation.</p>
<p><b>Section 2 – Business Case</b> Once you understand your purpose for this work, we'll guide you to create a business case that aligns with your values, mission and DEI goals.</p>
<p><b>Section 3 – Gap Analysis</b> Our workbook provides the opportunity to complete a gap analysis, so you can see what you're already doing well, and what areas you may have opportunities to better support menopause at work.</p>
<p><b>Section 4 – Understanding Barriers</b> In order to create a culture where menopause is considered a safe topic to discuss, we need to understand the barriers. Our workbook provides information on stigma, discrimination, barriers for Aotearoa's different ethnic groups and barriers that our rainbow communities are facing.</p>
<p><b>Section 5 – Strategy</b> Everyone knows that what gets measured gets managed. Supporting menopause at work should be included as part of your DEI strategy under gender equality. Our workbook provides guidance on goals and measures to consider.</p>
<p><b>Section 6 – Top Tier Visibility &amp; Support</b> It is important that this work is supported from the very top in order to be successful. Internal and external visibility of top tier support shows commitment and aids in culture change. Our workbook provides information about engaging the top tier to understand and champion this work.</p>
<p><b>Section 7 – Supporting Policies/guidance</b> Policies are a great way for organisations to show their formal commitment and provide clear expectations for employees. Our workbook provides guidance and examples of Menopause at Work policies. It also encourages you to consider including menopause in the following policies:</p> <ul style="list-style-type: none"> <li>• Diversity, equity &amp; inclusion policy</li> <li>• Flexible working policy</li> <li>• Absenteeism policy</li> <li>• Leave policy</li> </ul>

#### Section 8 – Surveys

Get to know your specific people so you can offer the right support. Our workbook provides information on what demographics to consider for staff surveys and offers some samples to develop your question set.

#### Section 9 – Role Specific Support

Supporting menopause at work is something that involves everyone. Our workbook outline's role specific support and how to have safe conversations at work as an:

- Employee
- Manager
- HR/Health & Safety representative
- Ally

#### Section 10 – Support Networks

Networks create a supportive community, raise awareness, advocate for supportive policies, and contribute to a positive organisational culture that values diversity and inclusivity. Our workbook guides you through:

- How to establish a network
- Network roles and responsibilities

#### Section 11 – Communications and Engagement

When communicating this work to the organisation, it is vital to position it well to enable 'buy in' and full trust. Communications should include purpose and alignment for strategic goals and have top tier support. Our workbook offers guidance on the following:

- How to position this work to the business
- Internal comms sample
- Ongoing engagement – ideas to keep your people engaged

#### Section 12 – Allyship & Embedding Change

Effective allyship and embedding change not only benefits employees going through menopause but also contributes to a more inclusive workplace overall, where all employees feel supported and valued. Our workbook provides guidance on the following:

- Why allyship is important
- Ongoing visibility
- Creating a culture where menopause is a safe topic to discuss

Supporting research (also included in workbook): Global Women Report, Menopause Matters & MenoDoctor Survey 2023

This mahi is an ongoing project that needs to be embedded as part of your culture. For subsequent years Nest provides a package which includes:

- Three 30min check in meetings (with accompanying resources & the latest research)
- One Education session, with an option to include more specialized education packages

## Become a **Workplace Menopause Ally** with Nest Consulting



For a free consultation and quote,  
please do not hesitate to get in touch:  
[info@nestconsulting.nz](mailto:info@nestconsulting.nz)  
021 168 6313  
[www.nestconsulting.nz](http://www.nestconsulting.nz)

## Our Vision at Nest

To enhance awareness, appreciation & knowledge of ourselves, achieving empowerment, informed choices & acceptance through education, understanding & support.