

Raising the Bar on Women’s Health and Safety: A USW Campaign

Tool Number 3: The Menopause Hazard Assessment Checklist

The local’s women’s, or safety and health, committee can complete this checklist, seeking the input and participation of senior female members. Share the results with local leaders and union members on the joint health and safety committee, and work together to implement solutions. Make sure to report back to all women in the local union.

1. Health and safety management

Question	Yes, No, Not sure	What can be done to improve the situation?	By whom?	When?	What else needs to be checked out?
Do hazard assessments include consideration of menopause and other gender issues?					
Have managers and supervisors been trained in issues relating to health, safety and welfare and menopause?					
Have the health and safety committees and women’s committee been trained with similar information?					
Do workers have access to information about menopause?					
How does the health and safety program recognize and deal with menopause?					
Does the sick-leave policy recognize menopause as a health, safety and welfare issue?					
Can women report menopause-related symptoms or sickness to a female manager?					
What arrangements are in place to deal with related issues (e.g., stressors, temperature)?					

2. Sanitary and health issues (frequent urination, heavy periods, irregular periods, nausea and vomiting)

Question	Yes, No, Not sure	What can be done to improve the situation?	By whom?	When?	What else needs to be checked out?
From their work stations, can women easily access toilets, showers, change rooms, and rest facilities?					
Are there private washing and changing facilities? Enough of them?					
Is there access to sanitary products? Where?					
Do shifts and schedules (e.g., for drivers) ensure that workers have easy access to sanitary and washing facilities?					

3. Temperature (hot flashes and perspiration)

Question	Yes, No, Not sure	What can be done to improve the situation?	By whom?	When?	What else needs to be checked out?
Is there a policy on workplace maximum (and minimum) temperature?					
How is it implemented?					
Is ventilation available? Is it regularly maintained?					
Is additional ventilation (e.g., portable fans) provided if necessary?					
Can women control the temperature and/or ventilation in their work areas?					
Do uniforms and PPE reflect the needs of menopausal women? (E.g., is it loose, easy to remove, made of natural fibres, etc.)					
Is it easy to get cool or cold water to drink?					

4. Ergonomic design issues (aches and pains, dizziness, lack of energy, headaches)

Question	Yes, No, Not sure	What can be done to improve the situation?	By whom?	When?	What else needs to be checked out?
Are work stations designed to allow easy movement and/or changes of position, as well as sitting or standing as needed?					
Do hazard assessments and ergonomic assessments take menopause into account?					
Are there opportunities to switch to lighter or different duties?					
Are there flexible working arrangements for breaks?					

5. Reproductive organs and bone damage

Question	Yes, No, Not sure	What can be done to improve the situation?	By whom?	When?	What else needs to be checked out?
Is there access to natural light?					
Can workers take breaks as needed, in addition to regular break times?					
Are uniforms made of natural or breathable fibres?					

6. Mood swings, irritability, loss of concentration, insomnia

Question	Yes, No, Not sure	What can be done to improve the situation?	By whom?	When?	What else needs to be checked out?
Is there flexible working time?					
Are there flexible breaks?					
Is there access to natural light?					

7. Skin and eyes

Question	Yes, No, Not sure	What can be done to improve the situation?	By whom?	When?	What else needs to be checked out?
Do ventilation systems function well?					
Do humidifier systems function well?					

8. What other conditions may be relevant to women experiencing menopause?