

Understanding and Supporting Women's Hormonal Health at Work.

Hormones affect energy, mood, focus and overall wellbeing. Changes in hormone levels can impact how women feel and perform at work.

While both men and women have hormonal fluctuations, women's hormone levels change more frequently and dramatically due to the menstrual cycle, pregnancy and menopause. These changes can sometimes lead to physical and emotional challenges that affect daily life, including work. Knowing what to expect and how to help can create a better workplace for everyone.

Common Hormonal Conditions and Their Effects at Work

1. Polycystic Ovary Syndrome (PCOS)

A condition that affects hormone levels, often leading to irregular periods, acne, weight gain and cysts on the ovaries. It can cause tiredness, trouble focusing, mood changes and anxiety, making work feel harder.

2. Endometriosis:

A condition where tissue similar to the lining of the uterus grows outside the uterus, causing severe pain, heavy periods and fatigue. This can make long hours and demanding tasks difficult.

3. Thyroid Issues:

The thyroid gland controls metabolism, and imbalances can lead to either hypothyroidism (fatigue, weight gain, brain fog) or hyperthyroidism (anxiety, weight loss, rapid heartbeat). Both can result in low energy, trouble thinking clearly and mood changes.

4. Premenstrual Dysphoric Disorder (PMDD)

A severe form of PMS that causes extreme mood swings, irritability, depression, and anxiety in the days before a period. This can make social interactions and productivity at work challenging.





How Different Life Stages Affect Work

1. Starting a Career (Puberty & Early Adulthood)

- Irregular periods and mood swings can make adjusting to work life harder.
- Workplaces can help by being understanding and allowing flexibility when needed.

2. Menstrual Cycle Changes

- Some days women may feel energised, while other days they might feel drained.
- Flexible deadlines and remote work options can help during tough days.

3. Pregnancy and After Birth

- Tiredness, nausea and “pregnancy brain” can make daily tasks more challenging.
- Good maternity policies, flexible schedules and breastfeeding support help new mothers adjust.

4. Menopause and Perimenopause

- Hot flashes, sleep problems and mood changes can make work stressful.
- Temperature control, wellness programs and mental health support can make things easier.

Ways to Support Women's Hormonal Health at Work

1. Flexible Work Options: Letting employees work from home or adjust hours can make a big difference.

2. Education and Awareness: Simple training sessions can help everyone understand these challenges.

3. Menstrual and Menopause Support: Providing period products, quiet spaces and temperature control can help women stay comfortable.

4. Wellness Programs: Encouraging exercise, stress relief activities and mental health support can boost overall wellbeing.

5. Open Conversations: Creating a workplace where women feel safe talking about their needs can make work life easier for everyone.

