



The Medicines Patent Pool Foundation

Menstrual and Menopause Policy

Version 1

Medicines Patent Pool – Menstrual and Menopause Policy

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1 Introduction

1.1 Scope and Purpose

Menstruation and menopause are both natural and inevitable phases of life for women and yet, despite impacting half the global population, they remain topics shrouded in stigma and silence. Experiences of menstruation and menopause can, for some women, be very debilitating and MPP recognises the importance of creating an inclusive environment where individuals feel confident to raise issues about their symptoms and ask for support. By prioritising education and fostering a culture of understanding, this policy also supports the elimination of obstacles which may impact the retention of women at all levels in the organisation.

The Menstrual and Menopause policy builds on the commitment of MPP's gender and diversity policy to continually monitor, evaluate and enhance HR policies to ensure that inequality is not perpetuated.

1.2 Amendments and Approval

The Menstruation and Menopause Policy is approved by the MPP's Governance Board on the recommendation of the Finance and Management Committee "FMC", which reviews updates prepared by the HR Department, in consultation with the Executive Director.

Employees will be informed of any changes in this policy in due course.

2 Policy

This policy is designed to be flexible depending on the employee's needs, providing for the following options:

- For women who experience serious medical complications (such as severe abdominal pain and nausea), the possibility of taking paid leave to a maximum of 12 days per calendar year (pro-rata, non-cumulative) in the event of inability to perform work duties. In this instance, MPP will only need to receive a medical certificate once at the point of diagnosis which serves as proof for future sick-leave claims.
- MPP will appoint a Menstrual and Menopause ambassador who, in addition to the HR department, can provide support, information and advice to women if they need it or to men who are interested in understanding related changes within their family life.

- The opportunity to stay in the workplace under circumstances which encourage the comfort of the employee such as resting in a quiet area, the provision of fans and with menstrual hygiene products available in every washroom.

In addition, MPP commits to providing an annual awareness-raising session for all staff led by a relevant expert.

3 Further information and advice

1. Chartered Institute for People Development: [Menopause at work: Guide for people managers](#)
2. The ILO voices podcast [Is the menopause a workplace issue?](#)
3. The Fawcett Society study on menopause in the workplace: <https://www.fawcettsociety.org.uk/menopauseandtheworkplace>
4. Meno Health: [this is how you as a man, can support your wife during menopause](#)
5. University College London: the science of the menopause: <https://www.bbc.co.uk/sounds/play/w3ct5l4l>
6. HUG menopause questionnaire <https://www.hug.ch/gynecologie/questionnaire-menopause>
7. Over the bloody moon [Menopause resources](#)
8. WHO menopause resources <https://www.who.int/news-room/fact-sheets/detail/menopause>
9. India menopause society <https://indianmenopausesociety.org/>
10. India Economic Times: [Breaking the menopause taboo](#)

Document revision history

Version	Date	Owner	Comments
0.1	12 March 2024	Jane Caldwell	Created document

Document Approval

Version	Date	Name of Approver(s)
0.1	May 2024	The Medicines Patent Pool Board