



COMPREHENSIVE WEBINAR REPORT

Title: Navigating Menopause in the Workplace

Date: 28th May 2026

Time: 2:00 P.M – 5:00 P.M. EAT

Platform: Zoom Webinar

Organized by: Jonica Foundation

1. Executive Summary

Jonica Foundation successfully convened a webinar titled “Navigating Menopause in the Workplace” on 28th May 2026. The webinar brought together experts from Ghana, Kenya and Nigeria, alongside more than seventy (70) participants from diverse professional backgrounds. The event provided a platform for learning, dialogue and advocacy on menopause as a workplace wellbeing issue. Discussions focused on health, social and economic implications of menopause, workplace productivity, organizational support systems and policy recommendations for creating inclusive work environments.

2. Background and Rationale

Menopause is a natural biological transition that affects women during some of their most productive years. Despite its significant impact on wellbeing and professional performance, menopause remains insufficiently discussed in many workplaces. Women often experience symptoms that affect concentration, confidence, attendance and overall productivity. Jonica Foundation organized this webinar to increase awareness, challenge stigma and encourage the development of workplace systems that support women experiencing menopause.

3. Objectives of the Webinar

The webinar sought to:

- Increase awareness and understanding of menopause and its symptoms.
- Examine the impact of menopause on workplace productivity and employee wellbeing.
- Explore workplace accommodation and support mechanisms.
- Share lived experiences and cultural perspectives.
- Promote menopause-friendly workplace policies and practices.
- Strengthen advocacy for women’s health and workplace inclusion.

4. Participation

The webinar attracted over seventy (70) participants from different countries, organizations and professional backgrounds, including healthcare practitioners, workplace leaders, development professionals and SRHR Ambassadors.

Guest Speakers:

- Midwife Angelina Boakye Acheampong (Ghana)
- Dr Kabugo Kamau (Kenya)
- Dr Hadiza Magaji Mahmoud (Nigeria)

Moderator:

- Mrs. Veronica Johnson

Jonica Foundation Representatives:

- Veronica Johnson- Chief Executive Officer
- Dr Shola Johnson- Chairman
- Dr Zipporah Amecha- Board Member
- Colette Olonde- HR & Administration
- Cannon Mitoko- Operations Officer

5. Proceedings of the Webinar

5.1 Opening and Welcome Remarks

Moderator: Veronica Johnson

The webinar commenced with opening remarks by Mrs. Veronica Johnson, Chief Executive Officer of Jonica Foundation. She welcomed all participants and speakers and expressed appreciation for their attendance and commitment to advancing conversations around women's health and workplace wellbeing.

Mrs. Johnson provided a brief overview of Jonica Foundation's mission and ongoing work in promoting health, empowerment and social wellbeing. She underscored the significance of addressing menopause as a workplace issue and emphasized the importance of creating inclusive environments where women feel supported and valued throughout all stages of life.

5.2 Understanding Menopause and its Symptoms

Presenter: Midwife Angelina Boakye Acheampong

The first presentation provided participants with a comprehensive overview of menopause and the stages women experience throughout the menopausal transition. She explained the physiological, emotional and psychological changes associated with menopause and highlighted the need for increased awareness, education and empathy both in workplaces and communities.

Key symptoms discussed included:

- Hot flashes
- Fatigue
- Mood swings
- Anxiety
- Sleep disturbances
- Reduced concentration
- Loss of confidence

The presentation emphasized that menopause often occurs during the peak of women's professional careers, making workplace understanding and support critical for maintaining wellbeing and productivity.

5.3 Menopause and Workplace Productivity

Presenter: Midwife Angelina Boakye Acheampong

The second session explored the relationship between menopause and workplace performance.

The presenter highlighted how unmanaged menopausal symptoms can negatively affect employee wellbeing, engagement and organizational productivity. Participants learned how workplace environments that fail to recognize menopause-related challenges may inadvertently contribute to employee dissatisfaction and workforce attrition.

Key workplace concerns discussed included:

- Reduced productivity
- Increased absenteeism
- Lower employee engagement
- Early workplace exits among experienced female employees
- Limited managerial awareness
- Inadequate support systems

The presentation identified gaps within many organizations, including the absence of menopause-specific workplace policies, limited management training, insufficient confidential support mechanisms and lack of flexible work arrangements.

Participants were encouraged to view menopause as a legitimate workplace issue requiring structured organizational responses.

5.4 Workplace Support and Accommodation

Presenter: Dr. Kabugo Kamau

Dr. Kamau discussed menopause from both a medical and workplace perspective, highlighting its implications for employee health, performance and retention.

The presentation outlined common health concerns associated with menopause including:

- Sleep disturbances and insomnia
- Fatigue and reduced energy
- Anxiety and emotional distress
- Heart health concerns
- Cognitive challenges such as reduced concentration and memory lapses
- Mental wellbeing issues

The speaker further discussed symptoms such as palpitations, weight gain, joint stiffness, mood changes and hot flashes, explaining how these may affect workplace performance and decision-making.

The presentation also highlighted challenges experienced in appearance-sensitive professions where physical changes associated with menopause may influence career progression and workplace perceptions.

Recommended Workplace Accommodations

The speaker recommended that organizations:

- Provide access to clean drinking water
- Ensure proper workplace ventilation
- Establish quiet rest areas
- Maintain clean and accessible sanitation facilities
- Offer supportive employee benefits and leave provisions
- Reduce stigma and discrimination
- Promote inclusive workplace cultures
- Train managers to provide informed and empathetic support

The presentation stressed that retaining experienced female employees is significantly more cost-effective than replacing lost talent.

5.5 Lived Experiences, Cultural Perspectives and Support Systems

Presenter: Dr. Hadiza Magaji Mahmoud

Dr. Hadiza shared insights from Northern Nigeria focusing on the cultural, religious, social and workplace realities surrounding menopause.

The presentation highlighted challenges including:

- Limited awareness and education
- Cultural stigma and misconceptions
- Lack of open discussions on reproductive health
- Inadequate workplace accommodations
- Shortages of trained healthcare providers

The speaker explained how many women continue to balance professional responsibilities alongside family and community obligations while managing menopause-related symptoms.

Coping mechanisms discussed

- Carrying portable fans
- Taking regular hydration breaks
- Seeking peer support
- Practicing stress-management techniques
- Building family and community support networks

Strengthening Support Systems

Participants were encouraged to support:

- Improved access to healthcare services
- Public awareness campaigns
- Flexible workplace arrangements
- Family and community engagement
- Development of menopause-sensitive workplace policies

The session reinforced the importance of collaborative efforts among employers, healthcare systems, families and communities in supporting menopausal women.

5.6 Question and Answer Session

An interactive discussion followed the presentations during which participants engaged speakers on various issues including:

- Symptom management in professional settings
- Workplace accommodations and employer obligations
- Mental health and emotional wellbeing
- Stigma reduction strategies
- Development of supportive workplace policies
- Leadership roles in promoting inclusive workplaces

The discussion demonstrated significant participant interest and reinforced the need for continued awareness, advocacy and policy action.

6. Key Outcomes and Lessons Learned

The webinar achieved its intended objectives by:

- Increasing awareness and understanding menopause among participants
- Promoting dialogue on workplace wellbeing and inclusion
- Highlighting the relationship between menopause and workforce productivity
- Identifying practical workplace accommodations that can improve employee wellbeing
- Encouraging policy development and organizational accountability
- Strengthening networks among professionals, advocates and healthcare practitioners working on women's health issues.

7. Key recommendations

The webinar generated several recommendations for employers, policymakers, healthcare providers and civil society organizations:

- Develop and implement menopause-friendly workplace policies
- Strengthen awareness and education initiatives on menopause
- Promote supportive and inclusive workplace cultures
- Improve access to healthcare and counselling services

- Train managers and supervisors on menopause awareness and support
- Establish workplace accommodations that respond to women's needs
- Address stigma and discrimination through organizational policies and education
- Strengthen community and family support systems
- Integrate menopause discussions into broader workplace wellbeing programs

8. Conclusion

The webinar successfully provided a platform for meaningful discussions on menopause and its implications on workplace wellbeing. The presentations and discussions highlighted that menopause is not solely a personal health matter but also a significant workplace issue that requires institutional attention and support.

Through expert insights, participant engagement and practical recommendations, the webinar contributed to advancing awareness and promoting inclusive workplace practices that support women's health, dignity and productivity.

Jonica Foundation remains committed to championing conversations and interventions that improve women's wellbeing and create healthier, more equitable workplaces across communities.

9. Follow-Up Action Points

- Promote workplace awareness on menopause and women's health
- Develop menopause support and education programs
- Encourage organizations to adopt menopause-friendly workplace policies
- Strengthen public health education initiatives
- Create safe spaces for dialogue and peer support
- Continue advocacy efforts on women's health and workplace wellbeing
- Explore the establishment of specialized menopause support services and clinics

Report Authentication

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Date: 3rd June 2026