

**Question for written answer E-000279/2022
to the Commission**

Rule 138

Milan Brglez (S&D), Dietmar Köster (S&D), Tanja Fajon (S&D), Magdalena Adamowicz (PPE), Klemen Grošelj (Renew), Fernando Barrena Arza (The Left), Vilija Blinkevičiūtė (S&D), Antoni Comín i Oliveres (NI), Clara Ponsatí Obiols (NI), Carles Puigdemont i Casamajó (NI), Robert Hajšel (S&D), Lina Gálvez Muñoz (S&D), Ilan De Basso (S&D), Pierre Larrouturnou (S&D)

Subject: Addressing menopause as a workplace issue and preventing discrimination of women of menopausal age

It is estimated that women of menopausal age constitute the fastest-growing group in the workforce, accounting for 11 % of the G7 workforce alone¹. As European and global populations are ageing, this trend is expected to continue and further increase. While policy action related to population ageing has gained prominence and is intensively discussed in the EU, the topic of menopause in the workplace remains largely invisible in public and political discourses, opening the door to unequal treatment and discrimination against women.

Limiting menopause to a medical and private sphere and the failure to address menopause as a workplace issue are increasingly leading to insufficient protection of female workers and the early exit of women from labour markets, and thereby increase the risk of women's economic dependence, poverty and social exclusion, contribute to the loss of women's knowledge, skills and experience, and lead to significant economic losses.

1. Does the Commission collect and analyse data on the issue of menopause in the workplace in the EU?
2. What action does the Commission plan to take to better prevent and combat discrimination of female workers of menopausal age?

¹ International Labour Organization. *Is the menopause a workplace issue?*, <https://voices.ilo.org/podcast/is-the-menopause-a-workplace-issue>.