

Menopause belongs in the conversation

Across Europe, workplaces are starting to wake up to something that affects 1 in 2 people - and has been ignored for far too long. Here's what's been happening.

What is MenoPower, and why does it exist?

Menopause isn't just a health issue — it's a workplace issue, a gender equality issue, and frankly, everyone's business. MenoPower is an EU-supported initiative bringing together organisations from Cyprus, Lithuania, and beyond to make sure that women navigating menopause at work are seen, supported, and heard. No jargon, no awkward pamphlets. Just real conversations, practical tools for employers, and spaces where women can speak freely.



Teaching the people in charge

We ran online training sessions for employers and HR leaders across two countries - covering everything from the legal landscape around menopause to how to actually create a workplace where people feel safe to talk about it.

35+

employers & HR professionals trained

29

organisations/companies represented

4

online sessions delivered

Spaces where women can actually talk

Alongside employer training, we created the Meno Collective - structured, facilitated sessions where women experiencing menopause can share, connect

"All participants strongly agreed that, following this training, their organisations are better prepared to support the inclusion of women going through menopause."



women experiencing menopause can share, connect, and be heard. Not a support group. Not a lecture. A genuine peer exchange, guided by experts.

- Personal experiences, workplace challenges, coping strategies - all shared openly
- Key insights feed directly into MenoPower's online resource database
- An infographic poster - designed with participant input - will go up in workplaces across partner countries

FemmeFest Cyprus - when a festival became a turning point

Cyprus's Meno Collective session took place at FemmeFest - the island's largest annual gender equality and feminist festival, with over 2,000 people passing through this year. Facilitated by Kathy Kattashi, founder of MITRA and menopause expert, the sessions were originally planned for 10 participants.

Over 30 people showed up. Women shared experiences about hot flushes at the office, brain fog during meetings, the silence they kept for fear of being seen as "less capable." And - perhaps the most unexpected part - men came too. Partners wanting to understand. Colleagues wanting to support.



This is just the beginning

Workplace posters. A shared online resource hub. More training sessions, more collectives, more honest conversations. MenoPower is building something that lasts beyond the project - a cultural shift in how European workplaces treat women experiencing menopause.

Because awareness isn't the end goal. Action is.