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Effects of COVID-19 and Working Menopausal Women in Australia

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Abstract:

Menopause is a significant and often difficult life-stage for women. There are approximately 2.5 million menopausal working women in Australia (Jack et al., 2014). Work-related menopause research is in its infancy with a dearth of studies within the HR, organisational culture, work stress and leadership literature (Atkinson, Beck, Brewis, Davies, & Duberley, 2020).

The aim of this exploratory, multi-method study is to understand how COVID-19 and work has impacted menopausal workers in Australia, and to gain holistic understanding of menopausal leaders' work experience in the Private Sector. The present study is informed by two main theoretical frameworks: The Bio-Psycho-Social-Cultural (BPSC) model (Hunter & Rendall, 2007), has been adapted to include work (BPSCW) specifically as a lens for this study, and Conservation of Resources (stress) theory provides a theoretical basis for the study (Hobfoll, 1988).

The study is being conducted in two stages: the first a mixed-method survey of working menopausal women across Australia, taking a focus on COVID-19 to gain understanding of this unique time-period. Stage two is focused on menopausal leaders in the Private Sector and takes a multiple-method, qualitative approach, using a combined online diary-interview method. The findings will create holistic and deep insight into how menopausal women experience work, what support they need and the implications for business, HR and organisational policy to better support menopausal women's careers.

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