

# ENSURING EQUITY AND WELL-BEING: THE CASE FOR PERIOD PRODUCTS IN WORKPLACES

**Menstrual equity is a well-being issue and business imperative.**

Australian businesses lose \$14 billion annually to period-related workplace disruptions<sup>1</sup>, yet access to period products remains overlooked in most workplaces.

## Reasons to act:



**REDUCE ABSENTEEISM AND IMPROVE PRODUCTIVITY**



**ENHANCE EMPLOYEE EXPERIENCE AND INCLUSION**



**STRENGTHEN ORGANISATIONAL REPUTATION**

## HOW LACK OF WORKPLACE SUPPORT FOR PERIODS IMPACTS PEOPLE AND PERFORMANCE

Nearly half of women arrive late or leave early due to period-related challenges, and 58% have missed important meetings<sup>2</sup> - a level of lost productivity that far outweighs the minimal cost of providing period products.

87%

have gotten their period unexpectedly at work<sup>2</sup>

58%

have missed an important meeting or event due to their period<sup>2</sup>

76%

haven't had period care products available at work when needed<sup>2</sup>



"When organisations provide essential period products as a standard, they send a powerful message that supporting employee wellbeing isn't optional - it's an expectation that fosters inclusion, retention and real opportunity for every staff member"

*Simone Clarke,  
CEO, UN Women Australia.*

1. O'Shea, M. et al. (2026) 'Menstrual pain and the economic purse: Calculating and understanding menstrual symptom productivity loss and the Australian economy', Australian Journal of Social Issues. doi:10.1002/ajs4.70092.

2. Libra Workplace Impact Survey 2024, N=1,011 women AU

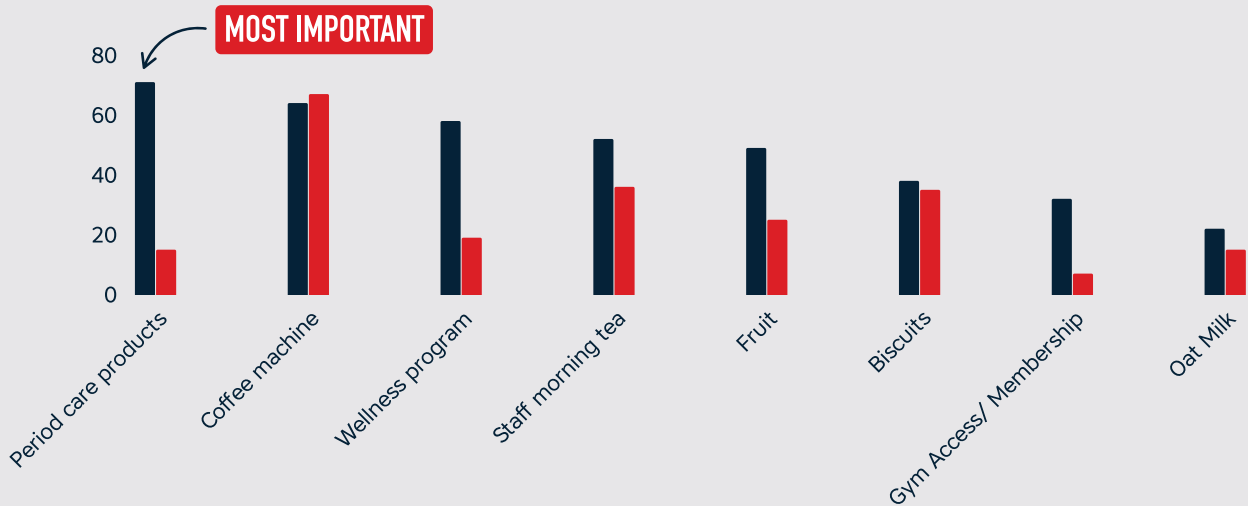
# THE GAP BETWEEN WHAT'S PROVIDED AND WHAT EMPLOYEES TRULY VALUE

In Australia, while 71% of workers believe employers should supply free period products, just 15% of workplaces currently do<sup>3</sup>, revealing a significant mismatch between expectations and reality.

A Pivotal Question for Leaders

ARE WE OFFERING PERKS THAT LOOK GOOD ON PAPER – LIKE FREE SNACKS AND OTHER BENEFITS WITH LOW UPTAKE – BUT NEGLECTING FUNDAMENTAL NEEDS THAT GENUINELY SUPPORT OUR EMPLOYEES AND THEIR ABILITY TO PERFORM AT WORK?

## WHAT'S PROVIDED AT WORK VS ITS IMPORTANCE



71% believe period care at work is important.

Only 15% of workplaces provide it.

Source: Libra Workplace Impact Survey 2024, N=1,011 women AU

## THE SOLUTION – A SMALL CHANGE,

# Big Results

Just like soap and toilet paper, period products should be standard in every workplace bathroom. For a minimal annual cost of \$20 per employee<sup>4</sup>, organisations remove everyday barriers and see clear improvements in focus, wellbeing and overall performance.

This simple step signals care, reduces stress, and fosters a culture that attracts and retains talent. It's not just another perk - it's a strategic move toward equity and engagement.

ACT NOW TO FOSTER INCLUSION, SUPPORT WELLBEING AND LEAD PROGRESSIVE WORKPLACES.

ACCESS THE [FULL WHITEPAPER ON THE CASE FOR PERIOD PRODUCTS IN WORKPLACES](#), WRITTEN IN COLLABORATION WITH [UN WOMEN AUSTRALIA](#).



### INVESTMENT

up to **\$20**  
per menstruator per year

45 minutes work on Australian minimum wage

### RETURN



**Increased attendance**

62% have been more present at work i.e. less time off

+



**Increased motivation**

78% have improved work satisfaction and motivation

+



**Increased loyalty**

90% feel valued, supported and cared for

Source: Libra workplace impact survey 2024, N=190 women AU with access to free period care at work

3. Libra Workplace Impact Survey 2024, N=1,011 women AU

4. Libra Period Positivity Program estimates – spend will vary depending on hours worked in the office