

Menopause in the workplace

Menopause is not just a women's issue; it's one that will indirectly impact everyone. Be it a friend, colleague, partner or family member, at some point you will know something going through the menopause.

75%

of women will experience menopause symptoms. *Source 1

Therefore, it's important to create an environment at work where those who experience menopausal symptoms feel safe discussing the impact these have on their activities.

WHAT IS THE MENOPAUSE?

Menopause is when periods stop due to low hormone levels. Typically occurring between the ages of 45-55, symptoms can start before periods stop and can last long afterwards as well - these stages are known as perimenopausal and post-menopausal, respectively.

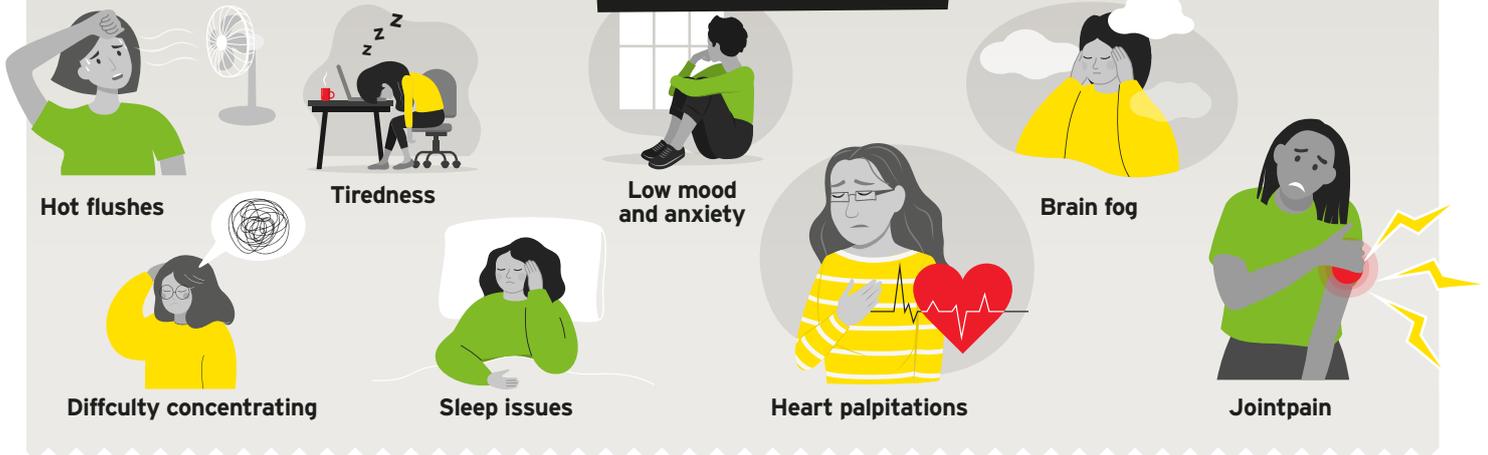
4.5 MILLION
women aged between 50-64 currently in employment - the fastest-growing demographic. *Source 3

3-5 YEARS
the average length of time menopause symptoms last. *Source 2

ALMOST 1 IN 4
women leave their job due to menopause symptoms. *Source 4

3/4
of menopausal women feel unable to discuss the issue with colleagues. *Source 5

THE MAIN SYMPTOMS



IF YOU'RE GOING THROUGH THE MENOPAUSE...



Speak up about what you want



Seek help if you need it



Remember, it's completely normal and there's nothing to be embarrassed about

TIPS FOR MANAGERS



Check in on your team and, if you suspect that someone is struggling, let them know you're here if they need to talk.



Know what support you have in place, and talk to your HR team if you think it could be improved.



Educate yourself - the more you know, the better you can support your team.

TIPS FOR EMPLOYEES



Be compassionate - understand that menopause will impact everyone, either directly or indirectly.



Be supportive - let your colleagues know you are there to talk if they want to.



Be proactive - if you don't know what to do or how to help, read about it, ask about it (where appropriate) and educate yourself as much as you can.

REFERENCES

- 1 & 2: Peppy, An Expert's Guide to Menopause at work
3: UK Parliament, Menopause and the Workplace Report 2022
4: The Phoenix Group, Menopause and Employment
5: People Management article, 2022

USEFUL RESOURCES

- <https://www.themenopausecharity.org/>
<https://thebms.org.uk/>
<https://www.acas.org.uk/menopause-at-work>