



Menopause: Why it's a priority in the workplace



Menopausal women are the fastest growing demographic in the workforce.

The menopause usually happens between the ages of 45 and 55. Menopause can happen earlier naturally or due to surgery or illness.

Many workplaces do not have enough support for women experiencing menopause. But with the right support all women should be able to work through the menopause.



67%

Of women with menopausal symptoms say they have had a 'mostly negative effect' on them at work.

3 in 4

Women experience symptoms.



19%

Of women say menopause symptoms have had a 'quite negative impact' on their career progression and 8% say the impact has been 'very negative'.

1 in 4

Experience serious symptoms.



17%

Of women have considered leaving work due to a lack of support in relation to their menopause symptoms, and a further 6% have left work.

If an employee earning £25,000 a year leaves their job due to problematic menopause symptoms, it will cost their employer over £30,500 to replace them.



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Creating a menopause-friendly workplace was about culture change for us. Staff know they can openly discuss symptoms and will receive understanding and support. This has helped us retain valuable knowledge and skills, keeping experienced employees. Supporting women benefits both staff and the organisation.”

– Trudy, an employer



Negative attitudes and lack of support in the workplace can cause people going through the menopause to:

- Lose confidence in their skills and abilities.
- Feel like they need to hide their symptoms.
- Reduce their productivity.
- Take more absences and sick days.
- Suffer mental health problems such as stress, anxiety and depression.
- Leave their job.

“

I struggled with severe menopause symptoms that impacted my work and daily life and I was signed off work. My line manager was brilliant, without her support, I wouldn't have been able to return.”

– Trayc, an employee

