

Building a business case for menopause support in the workplace



The menopause affects **13 million employees** across the UK. And yet, menopause remains a **taboo subject** in the workplace.

The situation



The menopause occurs between the ages of **45 and 55**



There are **34 different symptoms**



13 million women are currently peri- or menopausal in the UK



One in 50 take long term sick leave to deal with symptoms



One in 100 women experience the menopause before 40 years of age



The biggest increase in employment rates have been for **women aged 55-59**

The impact on wellbeing



Menopause can **impact mental health** due to the depletion of the hormone oestrogen in the body



Current **NHS waiting times can exceed 6 months** resulting in women seeking private support

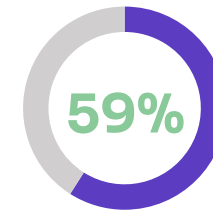


Early menopause may leave the woman **feeling secluded** from their friendship groups

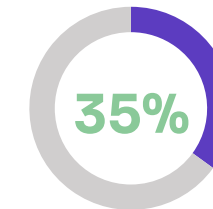


Two common symptoms of the menopause are **tiredness and memory problems**

What this means for employers



of employees who experience menopause symptoms say it has a **negative impact on them at work**



of employees reported being embarrassed to **raise this with their manager**

Women who stop taking Hormone Replacement Therapy (HRT) **were 30% more likely** to leave their jobs than those who continued with the treatment.