

## PRESS RELEASE

London, UK , 3 August 2021

### **42% of women consider leaving their job because of the menopause**

*New survey from [The Latte Lounge](#) and [Fertifa](#) highlights the severe impact on workplace performance and lack of support from employers*

The Latte Lounge, a leading online community for women over 40 and Fertifa, a specialist provider of employee reproductive health benefits, recently surveyed 500 women who are experiencing perimenopause or menopause, to find out how the condition has impacted on their working life. 97% of the women surveyed were aged between 41 and above; 60% were experienced mid-level professionals and 25% were in senior management or leadership roles.

Following is some of the key data which the survey has revealed:

### **Impaired cognitive function is more problematic than physical symptoms**

When asked to state which symptoms the respondents experienced, the top 6 answers were all related to mental health and cognition.

Tiredness or a lack of energy	87%
Brain fog or difficulty concentrating	87%
Anxiety	84%
Difficulty sleeping	83%
Poor memory	79%
Low mood or depression	77%

In terms of physical symptoms, the top response was sweating (75%) followed by weight gain (73%).

Dr Gidon Lieberman, Deputy Medical Director at Fertifa, says: “Most people tend to instantly think of hot flushes and sweats when it comes to the menopause. In truth, it’s the impairment to mental wellbeing and brain function which can be the most debilitating. This is where workplaces should really be focusing their efforts when it comes to supporting their employees”.

### **HRT uptake is low**

53% have **not** used Hormone Replacement Therapy (HRT) to manage their symptoms, while 47% have turned to natural therapies.

Gidon Lieberman comments: “This low uptake is most likely due to a combination of fears over the perceived risks associated with HRT and a lack of access to menopause trained GPs or specialists.

For most women, the risks of taking HRT are extremely low. The benefits of replacing lost hormones on the other hand are numerous; from improving hot flushes, night sweats, concentration and mood, as well as the long term protection against thinning bones (osteoporosis) and lowering the risks of heart disease. Naturally, it is important to undergo a full consultation with a trained GP or consultant before starting a treatment programme but an overwhelming majority of patients do report vast improvements once HRT is commenced.”

### **Talking about menopause at work remains an uncomfortable topic**

According to the survey, 70% did not speak with their employer about their symptoms. 53% of these felt it “wasn’t necessary” to speak up while 26% said they were “too embarrassed” and 28% “feared it may make them look incapable of doing their job properly”.

#### **Katie Taylor, Founder of The Latte Lounge says:**

“I know first hand how awkward it can be to talk about your menopause symptoms whilst at work – it’s one of the main reasons why I left my own job. That’s why when we work with companies who are looking to support their employees better, we always say that breaking down the taboo, to get the conversation going, has to be the first step.”

### **Menopause can lead to low job satisfaction and high turnover**

The survey has uncovered a number of ways in which the perimenopause or menopause has negatively impacted women over 40 at work, which in turn has a clear impact on employers.

50% cited decreased job satisfaction, as a direct result of perimenopause or menopause while 42% say that it has led them to consider leaving their job.

**Only 16% say that they were aware that their employer has a menopause policy**

51% say there is nothing in place and 33% are unsure.

Katie Taylor says: “This is a disappointing, but sadly not surprising result. Implementing or updating a policy is not an onerous task and the companies that we have worked with are seeing this as another important step in helping employees to feel more comfortable in approaching their employer for support.”

ENDS

**The full results of the survey can be found in the appendix of this press release.**

**About Latte Lounge**

The Latte Lounge is a multi award-winning platform for midlife women. The company’s mission is to provide evidence-based, unbiased support, information, guidance and signposting for all their perimenopause, menopause, health and wellbeing needs.

**About Fertifa**

Fertifa is the UK’s leading fertility and reproductive health benefits provider, delivering comprehensive and fully flexible corporate benefit programmes to businesses large and small. Founded in 2018 by entrepreneur Tony Chen and driven by the team’s personal experience of fertility struggles, Fertifa offers a blend of medical, HR and customer care expertise to help its clients retain and attract staff and improve productivity. The company added a specialist menopause support offer to its clients in 2021.

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## APPENDIX - Detailed Survey Data

### DEMOGRAPHICS

#### Age of respondents:

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21 - 30	0.8%
31 - 40	1.9%
41 - 50	50.0%
51+	47.3%

#### Gender of respondents:

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Female	99.8%
Non-binary	0.2%

#### Level in organisation

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Junior level	10.2%
Mid-level, experienced professional	59.1%
Senior management / Leadership	25.1%
Prefer not to say	5.6%

### SYMPTOMS AND TREATMENT

#### Symptoms which respondents experienced:

Tiredness or a lack of energy	87.4%
Brain fog or difficulty concentrating	86.8%
Anxiety	83.7%
Difficulty sleeping or disrupted sleep	83.0%
Poor memory	79.2%
Low mood or depression	76.6%
Sweats (day-time or night-time)	75.1%
Irritability	73.1%
Weight gain	72.6%
Joint pain	70.6%
Hot flushes	69.3%
Mood swings	69.1%

Decrease in libido (sex drive)	68.9%
Bloating	68.0%
Headaches	56.7%
Dry, itchy skin	55.6%
Muscle tension and/or restless legs	53.9%
Palpitations	53.2%
Irregular periods	53.0%
Dizziness	50.8%
Vaginal dryness	45.9%
Breast soreness	45.0%
Hair loss	40.2%
Brittle nails	39.1%
Dental and/or gum problems	38.2%
Urinary symptoms (e.g. incontinence, UTIs)	37.5%
Body odour changes	37.3%
Panic attacks	33.3%
Tingling extremities	28.5%
Allergies	25.8%
Electric shock sensations	24.5%
Nausea	23.6%
Bone weakness and/or fractures	12.6%
Burning mouth	8.4%

**Did you tell your employer about going through menopause?**

Yes – 30%

No – 70%

**For those that didn't, why not?**

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I didn't feel it was necessary to tell my employer	53.3%
I'd be embarrassed	26.3%
My manager may be embarrassed	10.0%
My employer/manager would not understand	16.9%
My manager is unsupportive	6.6%
My colleagues are unsupportive	3.8%
I may be perceived as being incompetent to fulfil my role	28.2%
It may have negatively impacted my career	25.7%

**Do/did you use HRT?**

Yes – 47.5%

No – 52.5%

**Do/did you use alternative or natural remedies?**

Yes – 47.2%

No – 52.8%

**WORKPLACE SUPPORT****Does your employer provide any menopause support?**

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Yes	25.5%
Unsure	26.3%
No	48.1%

**What support is in place?**

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A symptom checklist	7.1%
Paid time off	1.9%
Flexible working options	7.1%
Workplace adjustments (such as temperature control)	7.9%
A range of support for you to access	10.2%

**Do they provide any company-wide education?**

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Yes	16.6%
Unsure	20.5%
No	62.9%

**What internal support networks do you have?**

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LGBT+	34.0%
Women's	22.4%
Menopause / reproductive health networks	11.2%
Access to menopause specialists	2.7%
None of the above	36.7%
I don't know	20.1%

**Is there a menopause policy at your company?**

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Yes	16.0%
Unsure	33.4%
No	50.6%

**What's provided in the office?**

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A temperature-controlled office workplace	30.9%
Individual office spaces for time alone	13.1%
Easy access to desk fans	19.7%
Drinking water	65.8%
Sanitary wear	12.4%
Changing rooms	21.8%
None of the above	9.3%
I do not work from an office	23.9%

**Would you feel comfortable asking your employer to make necessary workplace adjustment to help you better manage your symptoms at work?**

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Yes	47.1%
No	52.9%