

Menopause at Work

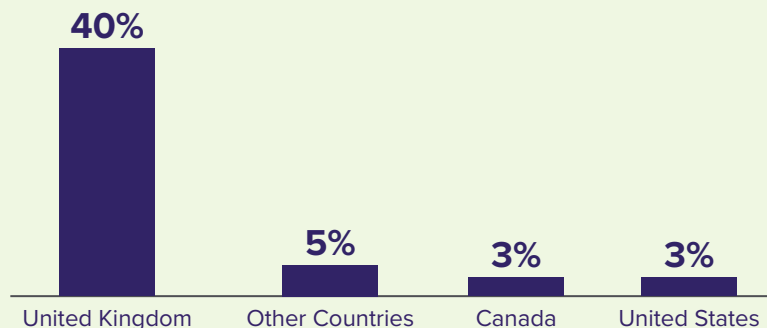
Global Trends

Global trends in workplace conversations about menopause indicate a growing recognition of the need for such discussions. Organizations worldwide are embracing diversity, equity, and inclusion (DEI) initiatives, which include addressing the specific needs and challenges faced by employees experiencing menopause. Workshops and support networks are emerging as common practices to create a greater sense of community and understanding. This global shift

acknowledging the importance of holistic well-being in the workplace, including health considerations such as menopause, is vital for employee satisfaction, productivity, and overall organizational success.

“Females in my age range experienced tremendous amounts and forms [of] suppression and harassment because of [the] female body and perceptions. Now [I am] facing [the] reality of menopause in [the] workplace. I’m exhausted.”
– EMPACT Menopause survey respondent

Presence of Menopause-Specific Policies (EMPACT Menopause Survey)



Countries such as Canada, the United Kingdom, and the United States each have their unique approaches to workplace practices and health coverage, as well as menopause education and care – all of which feed into the culture surrounding policies, support resources, and comfort levels in addressing menopause and broader women’s health. Efforts are growing to raise awareness, reduce stigma, and provide the necessary support for women navigating the menopause transition.



Corporate Responsibility

Half of all individuals employed in the US between the ages of 40 and 64 are women – the majority of which have begun or completed the menopause transition.² It is imperative that companies strategize to ensure the well-being and continued productivity of women throughout their career. **Employers are responsible for creating and maintaining a conducive and healthy work environment for all employees, including those experiencing menopause.** Supporting women during **midlife** and the menopause transition is vital for retaining talent, fostering career growth, and boosting economic development – all hallmarks of a competitive business.

While 2 out of 5 women considered finding or found a new job due menopause, 25% of women considered leaving or left the workforce altogether.

61% of employees indicated there were no menopause-specific policies at their place of work, and another 1/3 of employees were unsure if resources were available to them. Similar figures were represented among supervisors' knowledge of menopause workplace policies.

Companies must champion efforts to ensure that policies and accommodations are appropriate to address critical and diverse needs among their workforce, as well as properly communicate how employees can access the resources available to them. While the knowledge base begins during employee onboarding, periodic reminders are key to maintaining visibility among workers throughout the year. Continuing to promote inclusive health and wellness benefits within an organization will ensure employees prioritize their health and take full advantage of those resources.

Increasing availability of resources and policies for menopause benefit both employees and the broader company by promoting an inclusive working environment, employee satisfaction, productivity, and retention. If there are not appropriate and accessible resources available, company leadership should work with HR to identify potential accommodations and initiatives to support this important demographic of employees.

