

Understanding the Menopause Experience

Approximately 57% of all women in the United States work and many have multiple jobs.² Women are employed in a diverse array of industries and account for over half of essential workers in industries, such as education, health care, finance, and hospitality. In fact, 75% of women ages 45 to 54 participate in the US workforce. Given the average age at menopause in the United States is 51, a significant portion of the labor force will work throughout their menopause transition and for years postmenopause.

\$150 Billion
Menopause-related
productivity losses
worldwide

The impact of menopause on the workplace is significant for employees, employers, and the economy. The direct and indirect costs associated with qualified candidates detouring career growth, **absenteeism** and **presenteeism**, increased health care costs, and departures from the workforce altogether have a meaningful impact on business.

The timing of the menopause transition often overlaps with key career growth years for many women, as they may pursue management or senior leadership positions. A challenging menopause experience has the potential to redirect an individual's career; however, understanding the cost of menopause on the workplace cannot be limited to reduced earning potential. It is critically important to recognize the value lost when this workforce demographic must choose between their health and wellbeing and their livelihood and career. Companies that appropriately address the menopause experience in the workplace can increase productivity and improve retention of talented employees throughout their workforce.

The **EMPACT Menopause Study** survey shows that menopause can have far-reaching impacts on a woman's career-related decisions.

1 in 4

women considered not pursuing or did not pursue a leadership opportunity



1 in 3

women considered reducing or reduced their workload

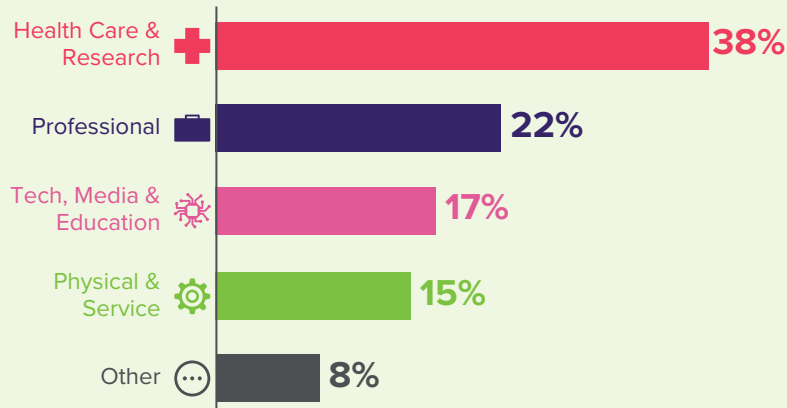


2 out of 5

women considered finding or found a new job

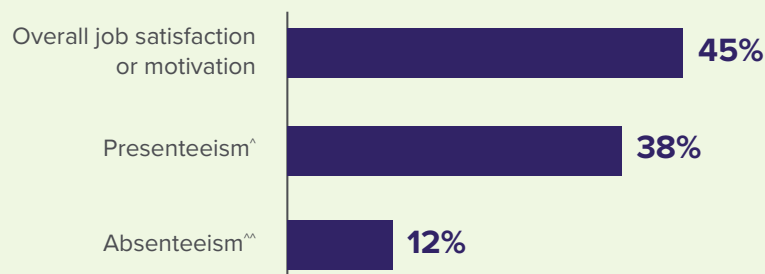


Workplace Industry* of EMPACT Menopause survey respondents:



While there are treatment options for all menopause symptoms, and many will likely go away in time, symptoms can sometimes be difficult to manage and lead to challenges at work. For many individuals, menopause impacts how they feel about their job rather than their work productivity or quality. Work conditions, policies, and stigma associated with aging, womanhood, and menopause also add to the burden of menopause. Companies that address these issues can not only limit legal risk, but also attract talented employees, increase retention, and improve work environments for staff.

Women reported that their menopause symptoms affected:



^ Frequency of working while feeling unwell

^^ Frequency of taking leave

* Health Care & Research Industries include health care and life and social sciences jobs
Professional Industries include professional, administrative, government, and financial service jobs
Tech, Media, & Education Industries include arts, media, engineering, computer, and education jobs
Physical & Service Industries include retail, hospitality, transportation, utilities, manufacturing, construction, agriculture, and protective services jobs]