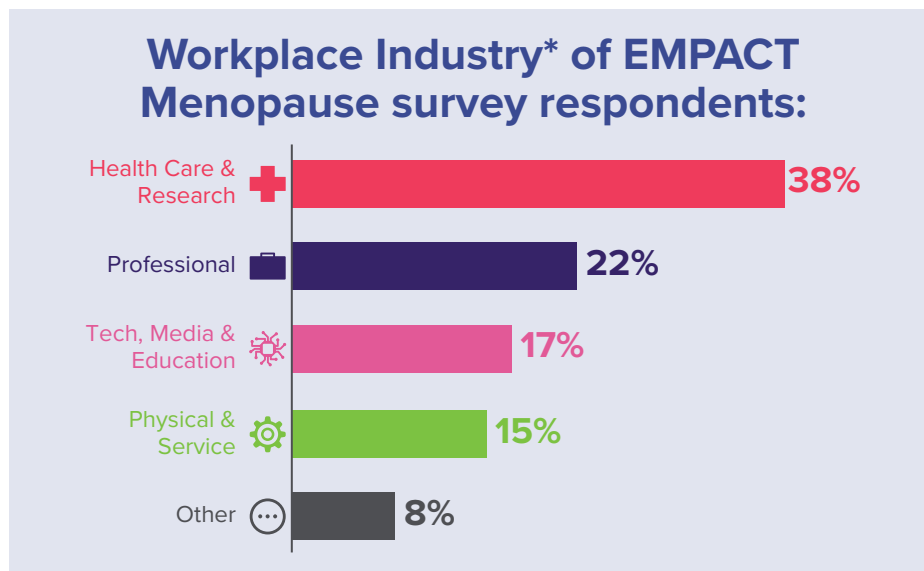


# Menopause At Work

## Navigating Midlife in the Workplace

Over half (57%) of all women in the United States work and many have multiple jobs.<sup>2</sup> 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. More than 75% of women work throughout their menopause transition (which is typically in their 40s and 50s) and for years postmenopause.

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. Regardless of their career goals, 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



\* Health Care & Research Industries include health care and life and social sciences jobs

Professional Industries include professional, administrative, government, and financial service jobs

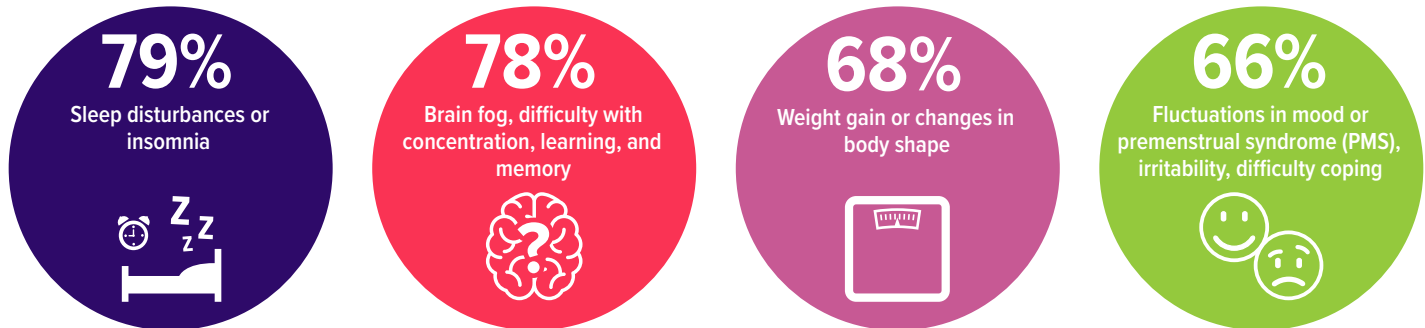
Tech, Media, & Education Industries include arts, media, engineering, computer, and education jobs

Physical & Service Industries include retail, hospitality, transportation, utilities, manufacturing, construction, agriculture, and protective services jobs]

## Disruptions in the Workplace

While every individual experiences menopause differently, the symptoms associated with menopause can lead to challenges at work.

### Most Bothersome Menopause Symptoms:



Other symptoms that women reported disrupting their work included hot flashes, joint pain, depressive symptoms, and increased anxiety or panic attacks.

**Menopause symptoms do not have to be a barrier to your work.** Know that millions of other women share in the menopause experience every day and that your symptoms will likely not go on forever. With appropriate resources, accurate information, and a good support system, you can successfully navigate the challenges of your menopause transition and address most or all of your menopause symptoms.

## Impacts on Work Life

Many women go to work when they do not feel well ([presenteeism](#)) or feel that their self-confidence and self-esteem in the workplace has been affected during menopause. In fact, almost 1/2 of the survey respondents experienced these impacts.

While it is natural that your body and lifestyle might undergo several changes during the menopause transition, it is not necessary for your symptoms to significantly affect your work or day-to-day life. Consider speaking with a health care provider, as well as your family and friends, to help you address these challenges. As symptoms are treated and/or naturally go away, many women express gaining a greater sense of autonomy and energy throughout their postmenopausal years.

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.

More Information about conversation guides and tips for managing your menopause care can be found in the [SWHR Menopause Preparedness Toolkit: A Woman's Empowerment Guide](#).

**\$150 Billion**  
Menopause-related  
productivity losses  
worldwide