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**The
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Psychological Symptoms May Drive Menopause-Related Workforce Attrition

New study suggests that psychological symptoms of menopause, rather than physical symptoms, are the primary drivers of increased turnover intention among perimenopausal and postmenopausal employees

CLEVELAND, Ohio (October 20, 2026)—Turnover related to menopause has become a critical global socioeconomic challenge, affecting female career longevity and organizational productivity. A new study suggests that, although many employers have attempted to make special accommodations in the workplace, they fail to address a woman's increased psychological burdens related to the menopause transition. Results of the study will be presented at the 2026 Annual Meeting of The Menopause Society in San Diego, October 20-24, 2026.

In a new study coming out of Japan, researchers looked at more than 1,600 perimenopausal and postmenopausal working women aged 45 to 60 years. They identified 13 independent variables to control for potential confounding: age, marital status, annual income, exercising habits, psychiatric history, caregiving roles, the three distinct subscales of the Menopause Rating Scale (MRS: psychological, somatic, and urogenital subscales), and treatment-necessity awareness.

Using multiple linear regression models, the researchers saw that, among all the variables, the MRS psychological subscale exhibited the most powerful, independent positive association with turnover intention. Conversely, MRS somatic symptoms, urogenital symptoms, and having caregiving roles completely lost their statistical significance after multivariate adjustment, despite being significant in univariate analyses. Regarding socioeconomic factors, being married and having a low annual income were significantly associated with lower turnover intention.

In addition to identifying menopause-specific psychological symptoms as the primary drivers of turnover intention, the researchers also observed that lower-income women tended to report lower turnover intention, possibly reflecting financial considerations that make leaving employment more difficult. The researchers concluded that, to effectively mitigate menopause-related turnover, workplace initiatives must pivot from superficial environmental adjustments toward ensuring accessible medical care and psychological support.

"Menopause is affecting women at the peak of their careers, and many women consider leaving their jobs. Our study points to the psychological burden of menopause as a key factor—one that workplaces and healthcare professionals can address to help women stay and thrive in their careers," says Dr. Mariko Ogawa, lead author from the Fukushima Medical University in Japan.

Details of the study will be discussed as part of the presentation, "Factors associated with turnover intention among peri- and postmenopausal working women: a cross-sectional study focusing on psychological symptoms."

“As more women spend a greater portion of their lives in the workforce, understanding how menopause affects work performance, career satisfaction, and retention has become increasingly important,” says Dr. Stephanie Faubion, medical director for The Menopause Society. “This study suggests that psychological symptoms may play a larger role in a woman’s decision to consider leaving the workforce than physical symptoms alone. The findings highlight the importance of ensuring that women have access to appropriate medical care, mental health support, and workplace resources during the menopause transition.”

For more information about menopause and healthy aging, visit www.menopause.org.

The Menopause Society is dedicated to empowering healthcare professionals and providing them with the tools and resources to improve the health of women during the menopause transition and beyond. As the leading authority on menopause since 1989, the nonprofit, multidisciplinary organization serves as the independent, evidence-based resource for healthcare professionals, researchers, the media, and the public and leads the conversation about improving women’s health and healthcare experiences. To learn more, visit menopause.org.