

Making Menopause Work™



*Menopause can be a time of renewal and focus. For some people, bothersome symptoms during perimenopause and menopause can interfere with work. This can affect career satisfaction, lead to missed workdays or early retirement, and harm people's long-term financial stability. **Supportive workplaces can have a powerful impact.***

About Menopause

Menopause, a natural part of midlife, usually occurs between the ages of 45 and 55, and perimenopause can start as early as age 35.* Menopause affects every person differently. For some people, their periods become irregular and then stop. Other people may experience symptoms such as hot flashes, difficulty sleeping, memory problems, mood disturbances, vaginal dryness, or weight gain leading up to their final menstrual period.

Menopause in the Workplace

People experiencing discomfort or pain may miss days of work or even leave their jobs. This harms careers and well-being, and costs employers \$1.8 billion annually.¹ For people balancing menopause with work and family obligations, this can be a scary, frustrating, or disappointing time for both you and your employer. But know that you are not alone anymore.

Imagine a culture where you can take a break to cool off, get a fan for your workstation, or make other changes to lessen your menopause symptoms. A growing number of employers are making this the reality and Making Menopause Work.

* Some people may enter menopause earlier due to a medical procedure such as oophorectomy (removal of the ovaries), chemotherapy, or radiation therapy, or due to other conditions such as autoimmune disorders or infections.

The Menopause Society, a trusted resource for more than 35 years, created Making Menopause Work to help employers realize the benefits of supporting workers during perimenopause and menopause.

Visit us at menopause.org for

- The Making Menopause Work employer guide
- A directory of Menopause Society Certified Practitioners
- *The Menopause Guidebook* and other information to support you

What You Can Do as an Employee

- Ask your employer to join Making Menopause Work. Download a free employer guide at menopause.org/workplace to share with your manager, human resource team, union representative, or other decision-makers.
- Tell your supervisor or another person you trust what you need.
- Talk to your healthcare professional about ways to manage your symptoms. To find a Menopause Society Certified Menopause Practitioner, visit menopause.org/find-a-practitioner.
- Create a support network. This could be at work or in your community, in real life or online.
- Be a menopause advocate by raising awareness about menopause at work and in your social circles.

What You Can Do as an Employer —or Ask Your Employer to Do

Based on *Menopause and the Workplace*, a scientific consensus report developed by clinicians, researchers, labor attorneys, and patient advocates, Making Menopause Work offers a free guide and tools to help employers take the following actions

- Share information and make space for open conversation for those who welcome it
- Prepare managers and supervisors to be more aware of common health challenges during menopause, and to support their teams
- Make workplace environments comfortable and flexible, including more control over temperature, breaks, uniforms, and other needs
- Update policies, from health benefits to workplace practices

“(Employers are) likely already supporting menopause in many ways, and with a few common-sense adjustments to policies, healthcare benefits, and workplace environments, you can have significant impact.”

— Monica Christmas, MD, FACOG, MSCP, advisory panel, Menopause and the Workplace Consensus Recommendations

In the United States,
over 1 million people
enter menopause each year.²

2 in 5 people
experiencing menopause have considered looking for or found a new job because of their symptoms.³

1 Faubion SS, Enders F, Hedges MS, et al. Impact of Menopause Symptoms on Women in the Workplace. *Mayo Clin Proc* 2023;98:833-845. doi: 10.1016/j.mayocp.2023.02.025. pubmed.ncbi.nlm.nih.gov/37115119/

2 Peacock K, Carlson K, Ketvertis KM. Menopause. *StatPearls Publishing*. January 2024. www.ncbi.nlm.nih.gov/books/NBK507826/

3 Society for Women’s Health Research. *Employee Perspectives and Challenges Concerning the Transition of Menopause (EMPACT Menopause) Study*. January 2024. swhr.org/wp-content/uploads/2024/02/FINAL-Menopause-Workplace-Fact-Sheet-02012024.pdf