

## Supporting Our Employees Through a Natural Stage of Life

*In a multigenerational workplace, midlife employees contribute institutional knowledge, are calm under stress, and are wise in decision-making. We need to retain these team members. That's why we're recognizing the impact of perimenopause and menopause, which happens between ages 35 and 55 for half of the population, or even earlier due to medical conditions. For one in five, symptoms are severe enough to interfere with work. We're updating our workplace to support well-being during this natural stage of life.<sup>1</sup>*

### About Menopause

Menopause, a natural part of midlife, usually happens 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, harming careers and well-being and costing employers \$1.8 billion annually.<sup>2</sup> For people balancing menopause with work and family obligations, this can be a scary, frustrating, or disappointing time for both them and your employer. But we intend to change that.

*Like a growing group of employers across the country, we understand how menopause affects our employees and our workplace. We commit to learning, listening, and taking action.*

\* 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, is here to help employers and teams realize the benefits of supporting workers leading up to and through menopause. We created Making Menopause Work from a scientific consensus report<sup>3</sup> developed by clinicians, researchers, labor attorneys, and patient advocates. For the full set of resources, please visit [menopause.org/workplace](https://menopause.org/workplace).

# Ways to Support Employees During Menopause

The Menopause Society, the leading voice on menopause, has created Making Menopause Work ([menopause.org/workplace](https://menopause.org/workplace)) to help workplaces become menopause-responsive. We are using its toolkit to explore changes, such as

- Creating a culture of curiosity by making space for open conversation for those who welcome it, where everyone can ask for what they need to thrive at work
- Helping managers and supervisors be more aware of common health challenges during menopause and support our teams
- Making workplace environments comfortable and flexible, including providing more control over temperature, offering breaks, and meeting other needs
- Updating our policies, from our health benefits to our workplace practices, to support people during menopause

## If You Need Support

- Tell your supervisor or another person you trust what you're experiencing and what you need.
- Talk to your healthcare professional about ways to manage your symptoms. To find a Menopause Society Certified Practitioner, visit [menopause.org/find-a-practitioner](https://menopause.org/find-a-practitioner).
- Create a support network with others who share your experience. This could be at work or in your community, in real life or online.
- Get information at [menopause.org](https://menopause.org).

## If Someone on Your Team Needs Support

- Ask if they're doing okay, find out what they need, and then listen. Do not make assumptions about who may be experiencing menopause—just ask how they're doing.
- Talk with your supervisor or another person if you're not sure how to offer support or if you need help to meet an employee's needs.
- Visit [menopause.org/workplace](https://menopause.org/workplace) for conversation guides and other tools.

## References

- 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
- 2 Ibid.
- 3 The Menopause Society Menopause and the Workplace Advisory Panel. Menopause and the workplace: consensus recommendations from The Menopause Society. *Menopause* 2024;31:741-749