

Making Menopause Work™

A Program of The Menopause Society

menopause.org/workplace

The Menopause Society, a trusted resource for people and healthcare professionals for more than 35 years, is launching **Making Menopause Work**. This science-based program—inspired by new recommendations prepared by a multidisciplinary group of medical, legal, and human resource experts¹—**helps employers and employees create workplaces that support workers leading up to and through menopause.**

Employers of all sizes can now access free resources to use immediately in their workplaces. They will gain the expertise and support of The Menopause Society, a leading consumer resource that provides the only credentialing program for menopause-certified practitioners. Soon, employers will be able to become **Making Menopause Work Designated Employers** and earn a seal of commitment to display for all to see.



The
**Menopause
Society™**

Leading the Conversation

Boost Well-being, Retain Staff, Recoup Costs

Menopause is a natural life transition that affects more than half the population. It typically occurs between age 45 and 55 years, with perimenopause starting as early as age 35.² That's when many people are at the "top of their game" across jobs and sectors—holders of community or institutional wisdom, mature in decision-making, and adept at dynamic leadership—and are breadwinners and heads of families. **Supporting these workers has significant benefits for employers, employees, and society.**

Menopause affects each person differently. Some people's symptoms are inconveniences that come and go; for others, symptoms are disruptive, persist over time, and interfere with work and well-being. Some people want conversation and open support at work; others prefer private, confidential support.

Many employers are recognizing and supporting workers during menopause,* but more menopause-supportive workplaces are urgently needed. The return on investment? **Recouping the annual \$1.8 billion lost to missed workdays, not to mention reduced work hours and early retirement.**³

* Some of the companies and organizations offering menopause policies, benefits, and/or education include Microsoft, Adobe, Bank of America, United Steelworkers, and the National Basketball Association, among others.

"[Midlife women are] different types of leaders, and it's good that everybody is not the same type of leader. When you have diversity of thought in terms of your employees and leadership teams, research shows that companies' revenues are actually higher."

— Dr. Stephanie Faubion
Medical Director
The Menopause Society
Forbes, May 21, 2024

Realize Benefits Across Your Team

By addressing policies, healthcare benefits, and workplace environments—and by opening conversation and creating supportive cultures—employers can retain valued workers and protect multigenerational workplaces.

For example, flexible breaks and schedules, access to adequate restroom facilities, nonrestrictive and breathable uniforms, and open and supportive workplace cultures are doable changes that make a bottom-line difference. These shifts also benefit workers through menstruation, pregnancy, and lactation, as well as workers through life's transitions.

Join the Movement

menopause.org/workplace

When employers join Making Menopause Work, they become part of a movement that currently includes almost 2,000 menopause-certified providers, along with tens of thousands of people who rely on information in [The Menopause Guidebook](#), the most complete and current menopause resource available.

This science-backed program includes a free employer guide and tools

- An employee fact sheet
- A guide for supervisors and managers on creating an open environment
- Frequently asked questions about menopause in the workplace
- An assessment and planning tool to help you prioritize your actions and get started

— and —

In the future, we will launch an opt-in designated employer program, potentially including:

- A designated employer seal to show commitment and action
- Two proprietary employee surveys
 - » An assessment of how menopause is affecting your employees and what they need
 - » A post-action survey to gauge progress and impact
- Expert coaching and peer learning via e-newsletters and webinars
- Additional resources in response to employer needs

References

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

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