

Sample Talking Points

Building Support for Joining the Movement

Use these talking points to help your leadership understand the need and take action. You can also share the full employer guide or print out pages 4–5 to use as a handout. You'll find the guide, along with a fact sheet, frequently asked questions, and other tools at menopause.org/workplace.

Did you know?

Being a menopause-responsive workplace helps us retain workers and save costs.

- \$1.8 billion is lost every year to menopause-related work absences. Much of this is preventable.¹
- Retaining workers has a huge culture, productivity, and cost advantage. Replacing an employee can cost one-half to two times their annual salary, not to mention the time leaders and managers invest in supporting the hiring process.²

This is an issue that affects many people—with more to come.

- About 47 million people around the world will enter menopause each year.³
- One in every 5 people in the workforce are experiencing perimenopause or menopause. In that group, 20 percent will have symptoms severe enough to interfere with work and life.⁴
- This will affect our bottom line and our workers, but there are things we can do today.



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 report⁵ developed by clinicians, researchers, labor attorneys, and patient advocates. For the full set of resources, please visit menopause.org/workplace.

The Menopause Society has an employer toolkit, based on a national scientific report, that can help us be menopause-responsive.⁶ Many of the actions are simple but have a big impact. We can

- Improve recruitment and retention
- Strengthen brand position and customer appeal
- Boost productivity
- Maintain a multigenerational workforce. This is important because midlife employees contribute institutional knowledge, are calm under stress, are wise in decision-making, and offer mentorship to others.
- Support well-being in the workplace. These changes are important for people during menopause, and they also support workers every day and as they move through all aspects of life.

We can get started by using the **Self-assessment & Planning Tool** in the toolkit and choosing a few actions to try.



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 Mayer K. Employers are turning to a new perk: menopause benefits. *Society for Human Resource Management News*. November 8, 2023. www.shrm.org/topics-tools/news/benefits-compensation/menopause-benefits-new-workplace-trend. Accessed June 2024
- 3 Peacock K, Carlson K, Ketvertis KM. Menopause. In: StatPearls [Internet]. January 2024. www.ncbi.nlm.nih.gov/books/NBK507826/. Accessed June 2024
- 4 Mayer K. Employers are turning to a new perk: menopause benefits. *Society for Human Resource Management News*. November 8, 2023. www.shrm.org/topics-tools/news/benefits-compensation/menopause-benefits-new-workplace-trend. Accessed June 2024
- 5 The Menopause Society Menopause and the Workplace Advisory Panel. Menopause and the workplace: consensus recommendations from The Menopause Society. *Menopause* 2024;31:741-749
- 6 The Menopause Society Menopause and the Workplace Advisory Panel. Menopause and the workplace: consensus recommendations from The Menopause Society. *Menopause* 2024;31:741-749