

GUIDE

Menopause & the workplace:

Practical tips for Employers

[Speak to a wellbeing expert](#)





Menopause can be a challenging experience for many people, and the workplace shouldn't make it harder. It's time to change the conversation.

From hot flashes and anxiety to brain fog and difficulty sleeping, the symptoms can be disruptive. And when these challenges show up at work, they can impact everything from productivity to job satisfaction.

That's why we hosted a [joint webinar](#) with [Adora Health](#). Haven't watched it? Catch the replay. Alternatively, we've outlined the biggest key takeaways below about how you can properly support your menopausal employees.

What you should know:

50%

of post-menopausal women think that the menopause is a taboo subject

42%

avoid talking about their experience with their partner

62%

of menopausal people describe their experiences as a "nightmare" or "awful"

Up to 70%

of women experience psychogenic symptoms like anger, anxiety, depression, insomnia, and loss of self-esteem

1/4

of working women aged over 50 find their menopause symptoms so debilitating they consider giving up their careers

Recognise menopause as a natural transition

Menopause is totally normal, natural, and we need to remove any kind of stigma that shows up beside it.

This natural life stage shouldn't hold anyone back, personally or professionally. It's time for workplaces to step up and create a supportive environment where everyone feels comfortable discussing their needs and accessing the resources they require.

“Only 2% of people feel safe and comfortable talking to their line manager about menopause. But in fact, menopause impacts everybody around that person going through it. Line managers play a crucial role in signposting and culturally, making sure people aren't worried about raising issues for fear or judgement.”



Ann O'Neill,
Founder at Adora Digital Health



Personalised support is essential

Just like every other part of a person's health & wellbeing journey, one size definitely doesn't fit all. That's why it's crucial to offer personalised resources and accommodations. Help your employees manage symptoms effectively, whether it's hot flashes, sleep issues, or mood swings.

“Heightened anxiety is one of the first symptoms when women first start to not feel themselves. The start of perimenopause can be quite nuanced and subtle, and it can take a long time to get support or help because people don't quite know how to articulate it.”



Ann O'Neill,
Founder at Adora Digital Health



Foster education and open dialogue

Educating all employees about menopause and promoting open dialogue is essential for creating a culture of understanding and support.

When everyone understands the challenges, it creates a more supportive and inclusive environment.

“We need to make sure that menopause is legitimised in the workplace – and we do that with open discussions. There needs to be support in policies, adjustment plans that managers and employees can access, and there needs to be education.”



Ann O'Neill,
Founder at Adora Digital Health



Provide expert menopause support services

Offering specialised menopause support services as part of employee benefits is crucial for ensuring individuals have access to specialised care, counselling, and the latest medical information.

Support can vary from local helplines and doctors to private healthcare, and even digital health & wellbeing solutions.



Personify Health, the world's #1 digital health & wellbeing solution, impacts 19M+ lives, engages members every single day, and gives the personalised support that your people need. The platform covers 42+ areas of wellbeing with a multitude of resources, from videos to daily nudges, that cater to every person's needs.

Admins and business leaders get an in-depth, anonymised view of their employees' wellbeing, which can be applied to company goals, business decisions, and business performance.

Personify Health members are:

49%

more energetic at work

68%

more aware of their employee benefits

60%

are prouder of their company culture

31%

have fewer sick days



Be proactive in support

Don't wait for problems to arise. Take the initiative to create a menopause-friendly workplace. By initiating conversations and implementing menopause policies proactively, employers can support individuals through this transition, retain experienced talent, and create a culture of proactive health management.



Additional tips:

- **Offer flexible work arrangements:** Allow employees to adjust their schedules to accommodate symptoms like fatigue or hot flashes
- **Create a supportive environment:** Encourage open communication and provide a safe space for employees to discuss their experiences
- **Promote self-care:** Encourage employees to prioritise self-care activities, such as exercise, relaxation techniques, and healthy eating
- **Provide resources:** Share information about menopause, including symptoms, treatment options, and support groups
- **Offer training for managers:** Educate managers on how to support menopausal employees and create a supportive work environment
- **Download and read the BS 30416 – Menstruation, Menstrual Health and Menopause in the Workplace:** [Get the document.](#)

Personify Health members are:

36%

More like to stay
at their job than
non-member

49%

More productive

46%

More engaged
at work

50%

More energetic
at work

29%

Less employee
turnover

65%

Enjoy their company
culture more

Because health is personal™

It's time to drive real change.

Together, we'll make your employees
and your business happier and healthier.

Speak to a wellbeing expert

Learn more at personifyhealth.com/global

Find us on [facebook](#) | [twitter](#) | [linkedin](#)

