

TIP SHEET

How to support menopausal people in your organisation

[Speak to a wellbeing expert](#)



Statistically speaking, the odds are stacked against menopausal employees already. Be it from pay inequality to fighting misogyny to work their way up the ranks. It's both upsetting and frustrating. Additionally, employees dealing with post and perimenopause are experiencing further difficulties at work.

A growing global issue

Menopause impacts a vast majority of the global population, with estimates indicating a quarter of the world's female population turning menopausal by 2030. Despite this, there is a worrying lack of support and understanding for those who go through it. While predominantly experienced by women, it's important to note that experiences and perceptions of the menopause may differ in relation to other protected characteristics such as:

- age
- disability
- gender reassignment
- race
- religion
- sexual orientation
- marriage and civil partnership status

We must recognise that, for many reasons, peoples' individual experiences of the menopause can differ greatly.


Transgender men, non-binary and intersex people may also experience the menopause.


Additionally, transgender women can experience menopausal symptoms when they commence HRT treatment and hormones are adjusted, introduced or stopped, particularly before and after surgeries and procedures throughout the transition process.







Symptoms of menopause:


 Difficulty to concentrate

 Increased stress

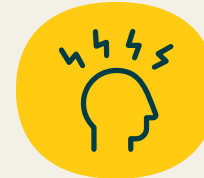
 Loss of productivity

 Debilitating pain

 Hot flashes

 Sleep disturbances

What you should know



65%
said they were less able to concentrate



85%
said they experience more stress



52%
said they felt less patient with clients and colleagues



59%
working women between the ages of 45 and 55 who are experiencing menopause symptoms say it harms them at work

1

Here's how you can support menopausal employees:

Allowing space for open and honest conversations

Providing a listening ear for people to open up to is crucial, especially as it will make it easier for you to identify the support needed. Menopause affects people's confidence and can make it challenging for them to approach and discuss the issues they're facing. This is made even harder if they are faced with someone who has little to no knowledge of menopause.

Awareness about the symptoms and range of support available in the organisation will also increase your confidence in discussing the issue. Approach conversations with empathy and try not to be embarrassed by the issue and how the individual is feeling.



2

Manage performance on a case by case basis

A common cause of menopause is a dip in productivity. Symptoms such as difficulty concentrating, low mood and poor sleep can all impact producing a good day's work. Numbers show that [menopause-related productivity losses can amount to more than £113 billion a year.](#)

In some instances, these symptoms can last up to years, so it's crucial to build a structure to help understand and explore how to get to their full potential whilst menopausal.

Performance reviews should not just be a one-off annual appraisal meeting. It is most effective when it's proactive, informal and based on regular and constructive feedback and discussion. It's imperative to help build a trust-based relationship that fosters a two-way dialogue. You want to create a space to tackle the roots of any issues together and set achievable targets.



3

Current workplace norms such as flexible working were not always available to all. Those experiencing menopause face an array of symptoms which may make sticking to a rigid schedule difficult. Figures have highlighted that 31% of those experiencing menopause would welcome having a flexible schedule. Disturbed sleep patterns and loss in concentration can significantly impact how one works, allowing someone to work within an agreed framework that will enable them the flexibility to manage their symptoms, yet hit deliverables will allow for a win-situation.

BUPA research estimates nearly 1 million women have been forced out of the workplace due to menopausal symptoms. More to the point, due to the lack of workplace support for them, they try to manage their symptoms and cope with a natural but often difficult process.



Because health is personal™

Support menopausal employees with a health & wellbeing programme that gives them the right support, at the right time.

Contact us

Learn more at personifyhealth.com/global/en
Find us on [facebook](#) | [twitter](#) | [linkedin](#)



~personify™
HEALTH