

Tip sheet



Menopause – Tips to support the women in your organisation



Tip sheet

Statistically speaking, the odds are stacked against women in the workplace already. Be it from pay inequality, fighting misogyny, to working their way up the ranks; it's both upsetting and frustrating.

Additionally, women dealing with post and perimenopause are experiencing further difficulties at work. Want to provide a supportive experience for women in your workplace? See how to help those who are menopausal thrive.



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59%

working women between the ages of 45 and 55 who are experiencing menopause symptoms say it harms them 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. Symptoms can last up to 15 years, with one in four women experiencing debilitating levels of pain.

An unsupportive working environment makes women rethink their positions by either putting their careers on hold or leaving it altogether. With women over 50 being the fastest-growing group in the workforce, businesses should be putting better procedures in place to help those going through post and perimenopause.

65%

said they were less able to concentrate.

85%

said they experience more stress.

52%

said they felt less patient with clients and colleagues.

How it affects women in their workplace:



Difficulty to concentrate



Increased stress



Loss of productivity



Debilitating pain



Hot flushes



Sleep disturbances

1

Allowing space for open and honest conversations

With women over the age of 50 being the fastest-growing group in the workforce, discover how to support menopausal employees with these tips:

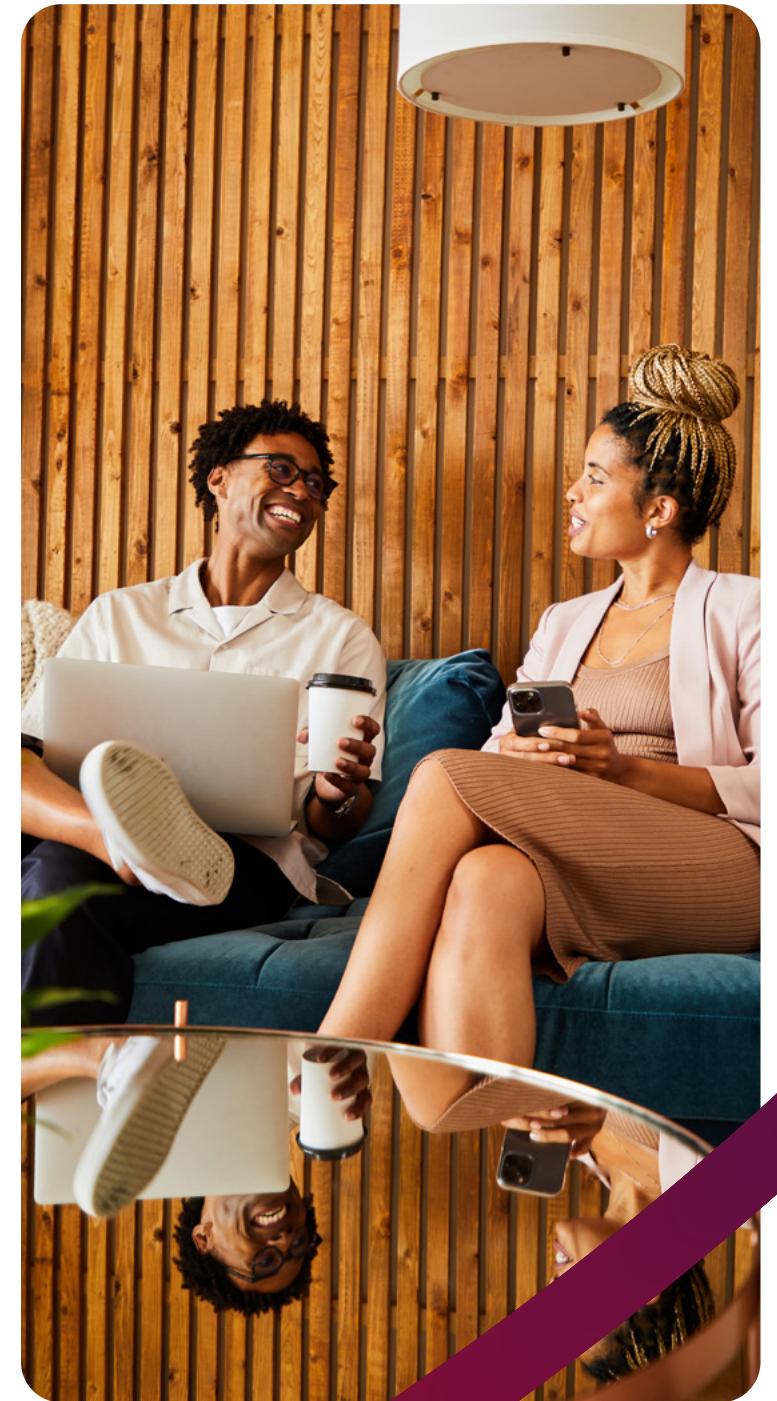
Providing a listening ear for people to open up to is crucial, especially as it will make it easier for you to identify the support needed. Menopause affects people's confidence and can make it challenging for them to approach and discuss the issues they're facing. This is made even harder if they are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

Flexible working schedules

Current workplace norms such as flexible working were not always available to all. Women going through menopause face an array of symptoms which may make sticking to a rigid schedule difficult. Providing women with flexible working hours will be valued and welcome. [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.



Changing lives for good.®

So, why not reach out to a member of our team to find out how a personalised wellbeing programme can help your organisation do right by the women in your business.

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