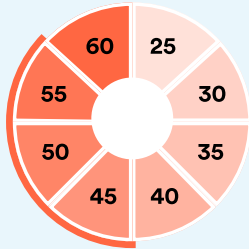


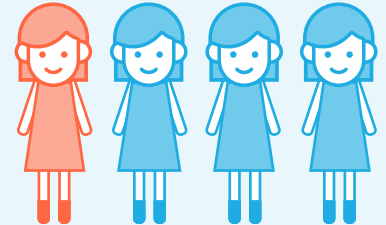
Why Menopause Matters at Work: The Facts



Menopause typically occurs between 45 and 55 years of age, with UK women reaching menopause at an average age of 51¹



3 out of 4 women experience symptoms²

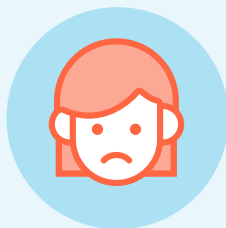


1 in 4 women will experience severe debilitating symptoms²

Menopause & Mental Health

50%

Almost 50% of menopausal women say they feel depressed²



37%

37% of menopausal women say they suffer with anxiety²

Menopause & Work

50+

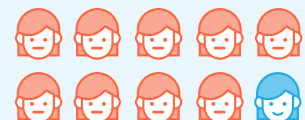


Women over the age of 50 are the fastest growing workforce demographic³

72%



of menopausal women in work say they feel unsupported²



9 out of 10 women feel unable to talk to managers at work about menopause²

Surveys of menopausal women have found that...



20%

take time off to deal with menopausal symptoms²



63%

feel their working life has been negatively affected by their symptoms⁴



29%

have significantly lost self-confidence at work⁴



41%

said poor concentration or forgetfulness has led them to make more mistakes⁴



11%

forwent the opportunity for promotion because of the menopause⁴



90%

said that their workplace had no support for menopausal employees⁴

Sources:

1. NHS England. Overview of Menopause.

2. Nuffield Health (2017). One in four with menopause symptoms concerned about ability to cope with life.

3. CIPD (2019). The Menopause at Work.

4. Forth (2019). A Study of Menopause in the Workplace.