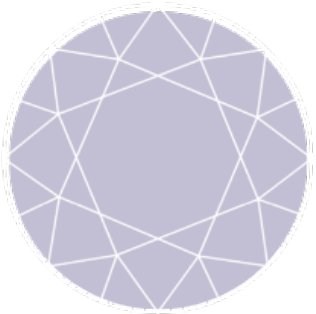


Let's talk about Menopause



Introduction



MENOPAUSE
Workplace Trainer

Licensed by Henpicked



Agenda



Menopause: the facts



Symptoms of menopause



Why we need to talk about menopause in the workplace



Questions and answers

Let's chat...

What words
do you
associate with
menopause?



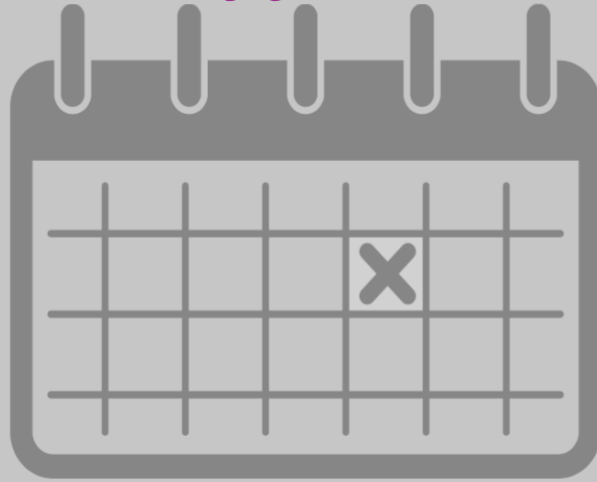
Menopause: *the facts*



Work can be a struggle..

45%

of women say they feel their menopause symptoms have had a negative impact on their work



47%

who have needed to take a day off work due to menopause symptoms say they wouldn't tell their employer the real reason



- Menopause age: 45-55
- 3 in 4 experience symptoms; 1 in 4 serious symptoms
- Everyone's experience is different
- Majority do not talk to line managers about it

Source: BRITISH MENOPAUSE SOCIETY

Research tells us...

Women experiencing at least one problematic menopausal symptom are **43% more likely to have left their jobs by the age of 55** than those experiencing no symptoms

One in ten women who have been employed during the menopause have **left work due to menopause symptoms**

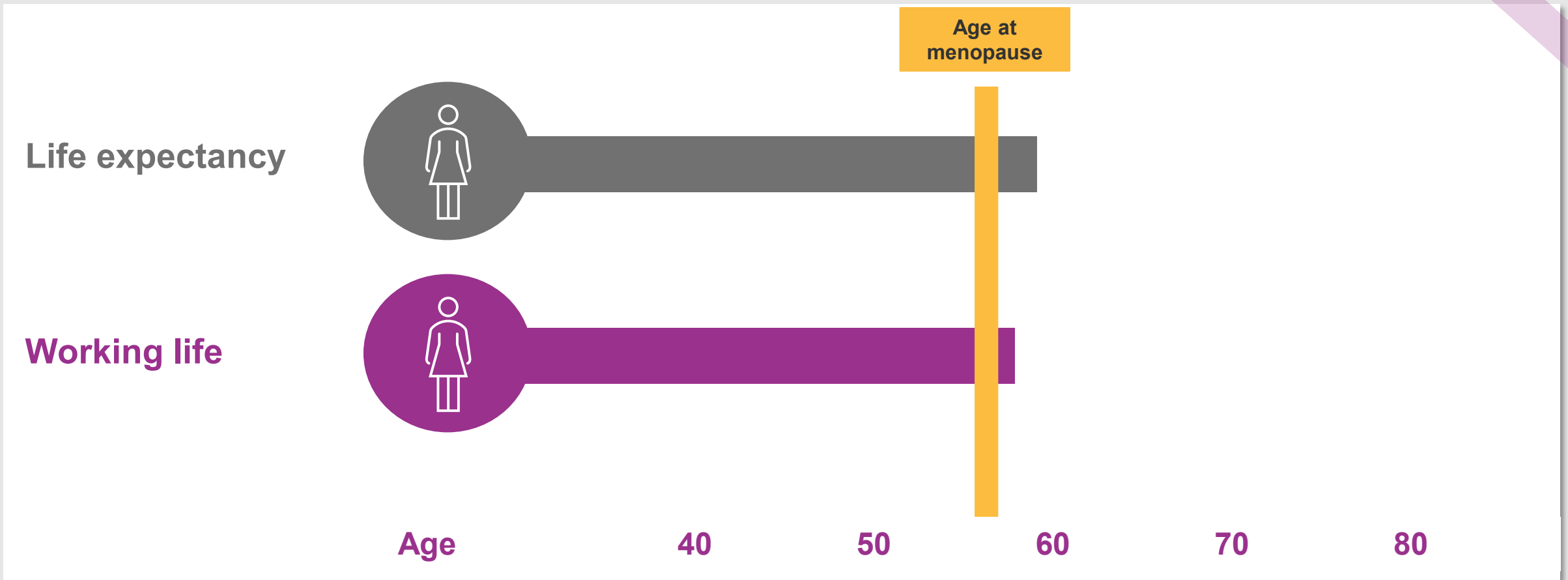
Eight out of ten women say their **employer hasn't shared information, trained staff, or put in place a menopause policy**

Those that take a long-term absence from work to manage symptoms, **take an average of 32 weeks leave** throughout their career

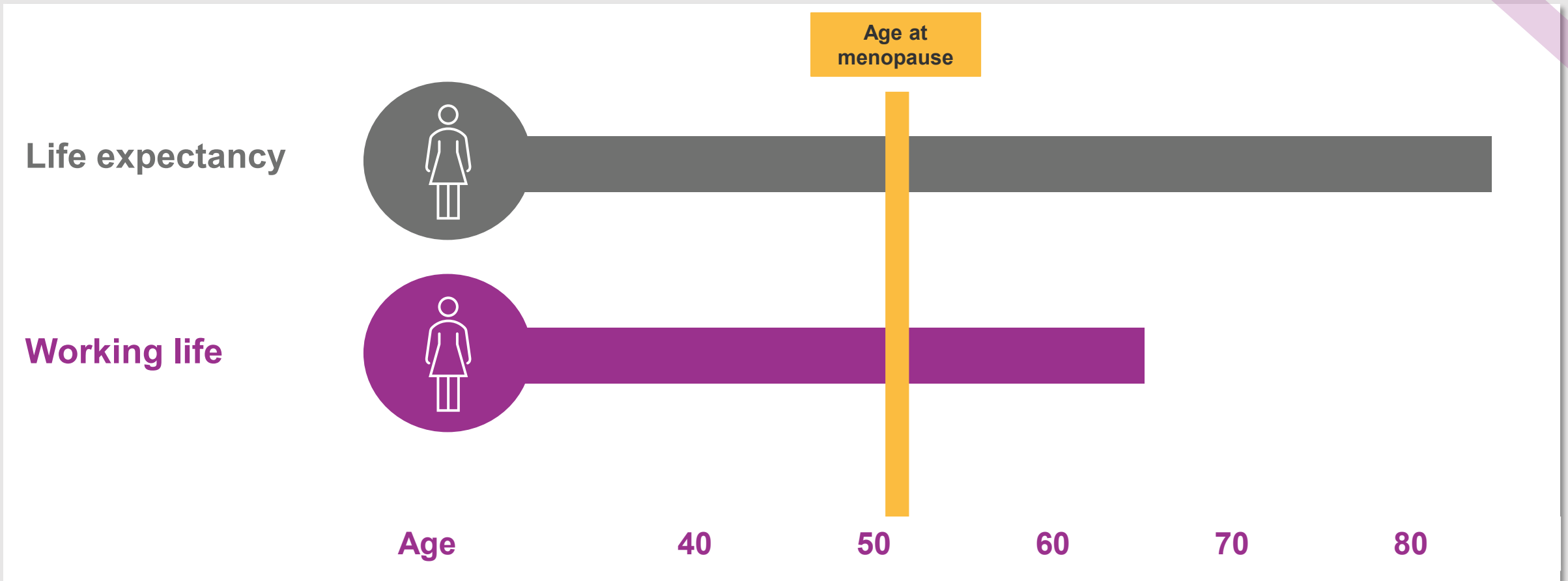
Menopause:

it's not *new*, so what's *different*?

100 years ago...



Today...



Menopause defined terms



Perimenopause

Av. 5-7 years

Menopause defined terms



Perimenopause

Av. 5-7 years

Menopause

1 day event

Menopause defined terms

Perimenopause

Av. 5-7 years

Menopause

1 day event

Postmenopause

Rest of life

Menopause defined terms

Menopausal



Perimenopause

Menopause

Postmenopause

Av. 5-7 years

1 day event

Rest of life

Menopause symptoms



Menopause symptoms



Everyone is *different*

Symptoms do not have to be really bad or even unbearable before help is available



Why do we need to
talk about

menopause at work?



Demographic Case

c.80%

people going through menopause are in work

10%

have left work due to their symptoms

14%

have gone part-time

8%

have not applied for a promotion

3%

have retired

13%

are considering retiring

Source: Fawcett Society Report 2022



Business Case

Reduces time
off

Improves
performance
and motivation

Improves
retention and
attraction!

Equity, Diversity
& Inclusion



Legal Case

- Equality legislation (i.e. Equality Act 2010)
- Health & Safety legislation (i.e. Health and Safety Act 1974)

Social Responsibility Case

Enable colleagues to continue to thrive at work

46%

Did not disclose because they were worried it would be perceived negatively

41%

were worried their abilities would be questioned

It's the right thing to do

Source: Standard Chartered Menopause in the Workplace Impact report 2021

“

It's *reassuring* that my employer recognises that work can be affected by menopause and supports those who are struggling.

Being menopause friendly...



1. Policy

Is it clear how you support menopause at work?



2. Engagement

Have you created a culture where menopause can be talked about openly?



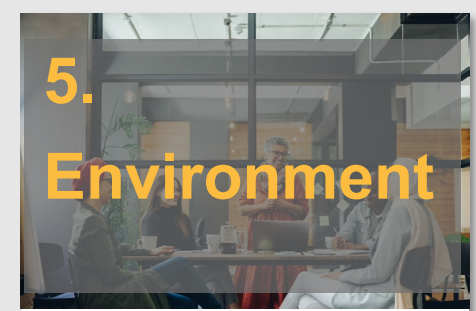
3. Employee Training

Do your staff have the right knowledge and skills to talk about menopause confidently?



4. Support

What support do you offer?



5. Environment

Does your workplace help or hinder those experiencing menopause?

What can you do to
build confidence
within your
organisation?

- Learn about the menopause
- Understand everyone is different
- Be sensitive and supportive
- Be there to listen
- Talk about the menopause: you may be surprised who joins in!

What will you do after this session today?

Let's not let the
conversation end
there...



Let's Talk...



Tel: 07377 969172

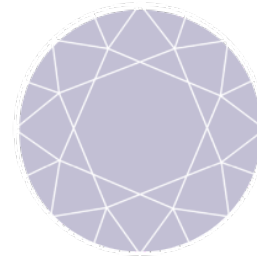
Email: morna@thepeopleportfolio.co.uk



Learn More

Thank you

Ask away



MENOPAUSE
Workplace Trainer

licensed by Henpicked

