

COMPELLING REASONS

IMPACT OF MENOPAUSE AT WORK

The business case for inclusion and diversity (I&D) is stronger than ever. For diverse companies, the likelihood of outperforming industry peers on profitability has increased over time, while the penalties are getting steeper for those lacking diversity.

Many still don't recognize that menopause is an important topic to address as part of any equality, diversity and inclusion strategy. It is estimated that there are 39 million plus working women over 40 in US and female leaders and celebrities — including Oprah and Michelle Obama — are increasingly bringing menopause into the cultural conversation.

For too long the menopause has been a taboo. The lack of information and a culture of silence means that many people do not disclose their menopause status, and as a result, employers are unable to fully support them in the workplace.

*"Half of us are going through this, but we're living like it's not happening."
Michelle Obama*

A culture of silence means the impact of the menopause is hidden. Experts from The Menopause Society warn that women feel disclosing menopause symptoms also carries risk, because it could play into assumptions that women are less productive at work as they age. Organizations have an opportunity to address this.

Organizations are losing talent because of the menopause. Amid this culture of silence and the impact of symptoms, the menopause is holding back people from progressing and in some cases staying in work. *Research shows it has made them less likely to want to apply for a promotion. A quarter of employees currently going through menopause said their experience has made them more likely to leave the workforce before retirement.

With the right support, people can stay and progress in the workplace.

Employers are realizing that offering help is a way to retain experienced women in the workforce, as more evidence shows that menopause symptoms are hurting productivity and causing women to leave or consider leaving their jobs.

*Source: Standard Chartered Menopause in the Workplace Impact report 2021.


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WHY IT'S URGENT AND IMPORTANT

DEMOGRAPHIC CASE

Menopause has always been around. But we're now living and working for longer, which means more people are working through their menopause transition than ever before.

The Menopause Society calculates that by 2025, there will be 1.1 billion post-menopausal women worldwide. In the US, as in many other parts of the world, women over 50 are the fastest-growing workplace demographic. However, research tells us that the majority of people are unwilling to discuss menopause-related health problems with their manager or ask for the support or any adjustments they may need.



80%

of people going through menopause are at work

Source: Bureau of Labor Statistics 2023

BUSINESS CASE

The benefits include helping us create a more inclusive culture, retain talent and improve performance and motivation. According to research from the Mayo Clinic:

- 13.4% reported at least one adverse workplace outcome
- 10.8% reported missing work in the previous 12 months due to symptoms
- Based on workdays lost due to menopause symptoms - estimate annual loss \$1.8 billion in US



10%

Left work

14%

Went part-time

Source: Fawcett Society Report, 2022

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WHY IT'S URGENT AND IMPORTANT

SOCIAL RESPONSIBILITY CASE

Because it's the right thing to do. Introducing menopause support is something all responsible employers should do. Among people who are currently experiencing menopause:

10%

have left work due to menopause symptoms

Source: Fawcett Society Report, 2022

46%

were worried that they would be perceived negatively

Source: Standard Chartered Menopause in the Workplace Impact report 2021.

41%

were worried their abilities would be questioned

Source: Standard Chartered Menopause in the Workplace Impact report 2021.

LEGAL CASE

Although there is currently no specific legislation around menopause in the workplace, as this conversation grows, the US may follow other countries in reviewing what protections are needed in the workplace.

Menopause may be covered under other existing legislation and workplaces have a responsibility to ensure people are not subject to discrimination and that reasonable workplace accommodations are considered when needed.



OUR TRAINING

We pride ourselves on providing accurate data and will only quote from credible sources including The Menopause Society and International Menopause Society, or other national menopause societies, when working with global audiences. We acknowledge with attendees that there can be an overwhelming amount of information shared around menopause, so we want to ensure we are only signposting up-to-date, evidence-based information.

- Training is CPD Accredited
- Demographic data quoted comes from Fawcett Society Report 2022, The Menopause Society and Bureau of Labor Statistics
- Social Responsibility data quoted comes from Standard Chartered Menopause in the Workplace Impact Report 2021 and Fawcett Society Report 2022 (globally we also quote from Ipsos Mori Global Views on Menopause 2022)
- We reference The Menopause Society Guidelines
- All our training material is verified against current guidance and we use resources from The Menopause Society, International Menopause Society and Employment Law specialists

Our training is not intended as clinical training, we are delivering menopause awareness training to support having the skills, knowledge and confidence to have conversations about menopause, and provide workplace support. We make it clear at the start of each session our role is to describe not prescribe.



WHAT ATTENDEES SAY

Here are a few feedback quotes that demonstrate the impact this training can have within organizations:

- If it weren't for these sessions on menopause, I would have left my job! Thank you all
- From a supporter/ manager's perspective I think these sessions are excellent
- I am going to call the doctor today. Thank you for giving me the confidence to do that. I am sat here crying but feeling relieved I have support
- Thank you all so much for the guidance and support, I can't tell you how grateful and less anxious I am now
- I thought this was an excellent session, well designed and delivered and I liked the use of polls and Q&A – it was engaging, and the overall feel was welcoming and informative.
- Thank you, very engaging! I will definitely change my approach to helping my mum who is currently experiencing the menopause.
- It's been great to know we are not alone sailing the same sea albeit in different boats! Thank you
- Very interesting session, I feel empowered to support my colleagues undergoing this transition and also to talk to my manager
- Great session to learn about the actual impact of menopause, I just didn't know!
- You are so knowledgeable about this subject and your delivery of this session has been caring and sensitive.
- After more than two years of virtual trainings and seminar sessions, this one really stood out – very informative and clearly communicated
- It was a brilliant and inspiring presentation, and one that will change our world for the better.
- Fantastic session, thank you very much. Made me realise it's not all doom and gloom
- Really informative with a good mix of reassurance and potential actions
- Great training - I feel more knowledgeable and feel confident that I can offer support and be that listening ear. Also know where to signpost.
- I've literally been blown away by this session - I have learnt more than I've ever been told about menopause post menopause
- I've learned so much today it's been really useful to help understand what many in my team have been experiencing. I hope that I can do more as a manager and leader to make this a great place to work