

THE BUSINESS CASE FOR MENOPAUSE SUPPORT AT WORK

WHY MIDLIFE HEALTH IS A WORKPLACE ISSUE AND A
STRATEGIC OPPORTUNITY.



MENOPAUSE IS IMPACTING 20% OF YOUR WORKFORCE RIGHT NOW

More than 1.3 million people enter menopause each year in the U.S.*
45% of working women are in or near the menopause transition.
And yet, nearly 80% report receiving no workplace support.

The impact? Increased absenteeism, lost productivity, and early exits from the workforce, often just when longevity, both professionally and personally, should be valued most.

Organizations that take action not only retain critical talent, they also send a powerful message about inclusion, health equity, and supporting longevity at work and in life.

1 in 5

workers are
menopausal age

Source: U.S. Bureau of Labor
Statistics, as of 2022

45%

of workforce are in
menopause
transition

Source: Evernow, The State of
Menopause in the Workplace, 2023

\$26.6B

total cost annually
due to menopause
symptoms

Source: Mayo Clinic Precedings 2023

*Source: Based on population data and the average age of menopause (51), as reported by the U.S. Department of Health and Human Services and The Menopause Society.

THE HIDDEN COST OF DOING NOTHING

THE COST OF INACTION

FINANCIAL IMPACT

\$1.8B

lost work time due to menopause symptoms

Source: Mayo Clinic Proceedings, 2023

\$30k+

average cost to replace employee making \$40k/ year

Source: PeopleKeep 2024

2 in 5

considered finding or have found a new job due to menopause

Source: Society for Human Resource Management (SHRM), 2023

\$2.2B

workdays lost due to vasomotor symptoms

Source: Mayo Clinic Proceedings 2023

HUMAN IMPACT

51%

say menopause negatively affects their ability to focus at work

Source: Evernow The State of Menopause in the Workplace, 2023

48%

report lower self-confidence and self-esteem

Source: BOA Life Stage Series Report 2023

14%

say their employer recognizes the need for menopause support

Source: BOA Life Stage Series Report 2023



1 in 4 people have passed on or avoided leadership opportunities

Source: Evernow The State of Menopause in the Workplace, 2023



WHY THIS MATTERS NOW

THE FASTEST-GROWING WORKFORCE SEGMENT IS BEING IGNORED

Menopause often intersects with a critical career stage—right when experience, leadership, and productivity are at their peak. Women typically begin perimenopause in their late 30s to early 40s, often without awareness. By age 45, many are in senior roles, managing teams, mentoring others, and driving results, just as symptoms like brain fog, anxiety, and sleep disruption start to take hold. At 55, they bring invaluable institutional knowledge and leadership continuity, yet often receive little to no meaningful support.

With 81% of women aged 45–54 participating in the workforce, and millennials now entering the menopause transition, this is no longer something employers can afford to overlook. Ignoring this stage doesn't just cost productivity; it risks losing high-performing professionals at the height of their contribution.

Menopause isn't a sideline issue. It sits squarely at the intersection of leadership, longevity, and lost potential.

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Menopause doesn't mean someone's career is winding down. It often arrives just as people are stepping into their most influential roles—leading teams, driving strategy, shaping culture. I've seen how symptoms can shake even the most confident professionals. This deserves more than silence—it deserves a real response from the workplace.

-April Haberman, CEO & Co-Founder

THE LEGAL AND CULTURAL IMPERATIVE

LEGAL CASE

Although there is currently no specific legislation around menopause in the workplace, as this conversation grows, the U.S. may follow other countries in reviewing what protections are needed in the workplace. Legislative momentum has grown quickly at the state level. Over 20 bills have been introduced across at least 12–13 states during the 2025 cycle aimed at advancing menopause education, healthcare coverage, and/or workplace protections



LEGAL RISK

menopause may be protected under ADA, PWFA, and intersectional discrimination claims

Menopause may also be covered under other existing legislation, such as the Pregnant Workers Fairness Act and workplaces have a responsibility to ensure people are not subject to discrimination and that reasonable workplace accommodations are considered when needed.

CULTURAL GAP

A majority of HR leaders (76%) say they talk about menopause, but only 3% of employees agree.



STIGMA PERSISTS

59% of women feel uncomfortable requesting accommodations

Sources: Forth & GenM's 2023 Workplace Menopause Report, Bank of America Life Stage Series Report (2023)



WHY MIDOVIA?

YOUR MENOPAUSE STRATEGY STARTS HERE

When it comes to menopause in the workplace, MiDOViA is leading the conversation... and the solution. We're the first and only organization in the U.S. offering a structured **Menopause Friendly Membership & Accreditation** program tailored to American workplaces. Grounded in evidence, shaped by global best practices, and built for real-world impact, our approach turns awareness into action and one-off efforts into lasting culture change.

We meet organizations where they are, whether that's just beginning the conversation or ready to implement a full-scale menopause support strategy. From our accessible Menopause Friendly Toolkit to our deep-dive manager trainings and workplace readiness assessments, we offer practical tools with impactful results. Employers don't need to guess what "support" looks like. We map it out for them.

What sets us apart? We don't believe in check-the-box programming. Our work is bespoke, collaborative, and human-centered. Every resource we offer, from policy templates to conversation guides, is designed to normalize menopause, reduce stigma, and help employees feel seen, heard, and supported.

Through our partnership with the award-winning teams behind the Menopause Friendly frameworks in the UK and Australia, MiDOViA is proud to be part of the only global menopause-in-the-workplace program with over 10 years of proven experience. We bring that global expertise home, tailored specifically to the needs, regulations, and realities of U.S. workplaces.

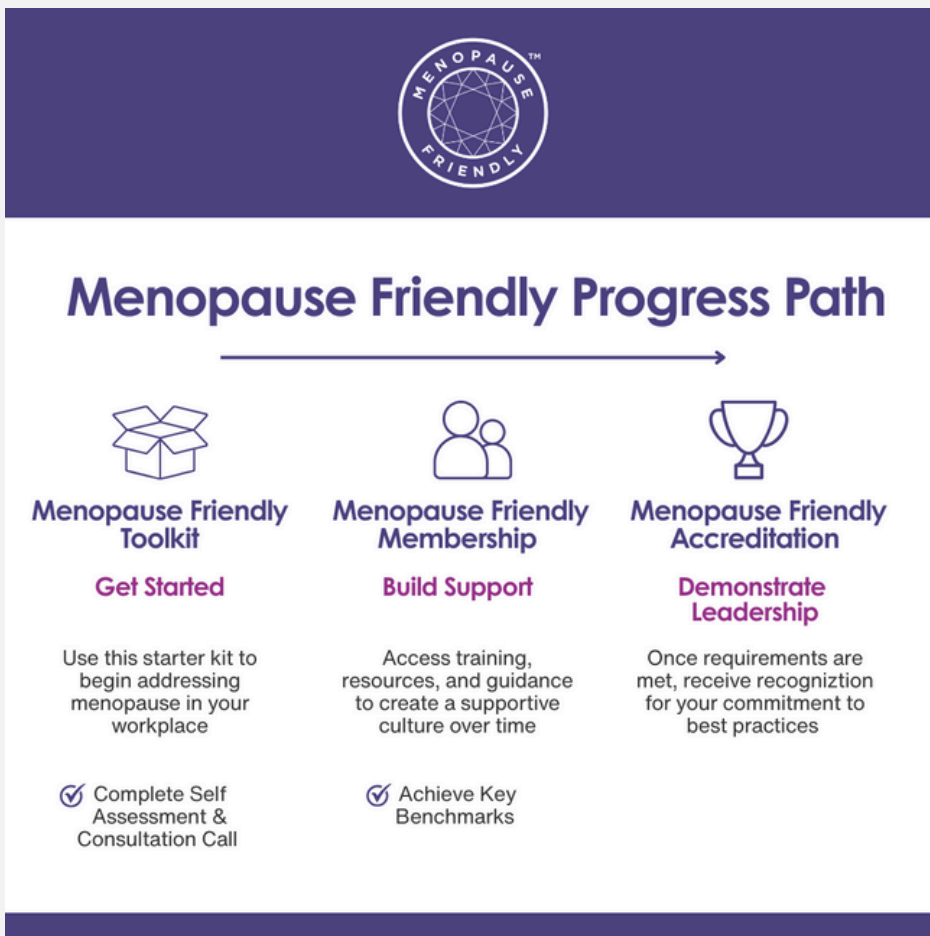
Organizations like CVS Health, WebMD, Microsoft, and Bristol Meyers Squibb have already partnered with MiDOViA to build stronger, more inclusive workplaces. They're not just checking a box - they're setting the standard.

BECOMING MENOPAUSE FRIENDLY

YOUR MENOPAUSE FRIENDLY PROGRESS PATH

Creating a menopause-supportive workplace isn't one-size-fits-all - and it doesn't happen overnight. That's why MiDOViA offers a clear, strategic pathway to help organizations move from awareness to action to accreditation.

Whether you're just beginning the conversation or ready to lead your industry, we meet you where you are and help you move forward with confidence.



YOUR NEXT STEP

LET'S GET STARTED

You don't have to build this alone.
We're to guide you—step by step.

Whether you're looking to open the conversation, train managers, or earn full accreditation, MiDOViA gives you the tools, the framework, and the expert support to do it right.

Whether you're just beginning the conversation or ready to lead your industry, we meet you where you are and help you move forward with confidence.

BOOK A DISCOVERY CALL

Scan the QR code or reach out to info@midovia.com to connect with our team and explore the best place to start your Menopause Friendly journey.

