



Menopause factsheet


Menopause symptoms can have a significant impact on attendance and performance in the workplace. In fact, 25% of women going through the menopause have considered giving up work because of their symptoms.¹



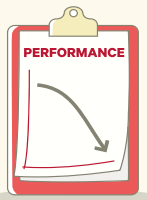
4 million
women aged 45-55
work in the UK²



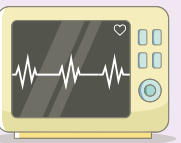
25%
of women consider giving
up work as a result of
menopause symptoms¹




Almost
1 million
have left work due to
menopausal symptoms³



71.2%
of women felt that their
symptoms may impact
or have impacted their
performance level⁴



25%
experience severe or
life-changing symptoms⁴



Only **22%**
of people currently
experiencing the
menopause disclose
their status at work⁵

Symptoms

Psychological

- Anxiety and or depression
- Memory loss
- Panic attacks
- Loss of confidence
- Reduced concentration

Physiological

- Hot flushes
- Sleep disturbances
- Night sweats
- Irregular periods or periods can become light or heavy
- Muscle and joint stiffness
- Aches and pains
- Recurrently urinary tract infections including cystitis
- Headaches
- Weight gain
- Palpitations
- Skin changes
- Reduced sex drive

¹ <https://www.itv.com/news/2016-11-23/quarter-of-women-going-through-menopause-considered-leaving-work/>

² <https://www.thephoenixgroup.com/sites/phoenix-group/files/phoenix-group/views-and-insights/Menopause%20Report/Menopause%20and%20Employment.pdf>

³ <https://www.hrreview.co.uk/hr-news/almost-a-million-women-have-left-the-workplace-due-to-menopausal-symptoms/135691>

⁴ <https://mailchi.mp/7141137c1f57/menopauseinhtl>

⁵ <https://www.fawcettsociety.org.uk/News/25-of-women-are-more-likely-to-leave-the-financial-services-workforce-due-to-menopause-experience>