

5 ways menopause is impacting your workforce

Contents

Page 3

How is menopause impacting your colleagues?

Page 5

5 ways menopause is impacting your business

Page 7

What menopause solutions are available?



How is menopause impacting your colleagues?

100%

of women will experience menopause

90%

feel symptoms of menopause are affecting their performance at work¹

Only 22%

of employees have spoken about menopause in their workplace²

1 in 3

will consider reducing hours or leaving work because of their menopause symptoms¹



¹ Survey of 1,132 women from Newson Health Menopause and Wellbeing Centre, 2019

² Study of 2,000 UK employees by Peppy in September 2021



Every experience of menopause is different. Symptoms may include:



Heart palpitations



Difficulty concentrating



Tiredness



Hot flushes



Mood changes, anxiety



Brain fog

About the author

Kathy Abernethy is a leading menopause expert and Director of Menopause Services at Peppy, where she and her team deliver specialist menopause support to employees via Peppy's digital health app.





5 ways menopause is impacting your business

(And how to fix it)

Health and wellbeing

34

known symptoms of menopause, including hot flushes, difficulty concentrating and brain fog.¹

Tip: Train line managers about menopause symptoms so they can identify the warning signs and have open conversations with team members about their symptoms.

Team productivity

90%

feel that their menopausal symptoms have a negative impact on their work.²

Tip: Menopause is still a topic many people don't feel comfortable talking about. For a true picture of how your colleagues are feeling, [share an anonymous survey](#).



Employee engagement

70%

say they feel uncomfortable talking about menopause at work.³

Tip: Appoint a 'menopause champion' who is happy to share their own experiences, talk to diversity and inclusion groups, and drive new initiatives to support menopause.

Preventable attrition

1 in 4

will consider leaving their job because of menopause symptoms, it's been estimated.⁴

Tip: Give your colleagues free access to specialist menopause support. Ideally, choose an easy-to-access, confidential digital solution, like Peppy.

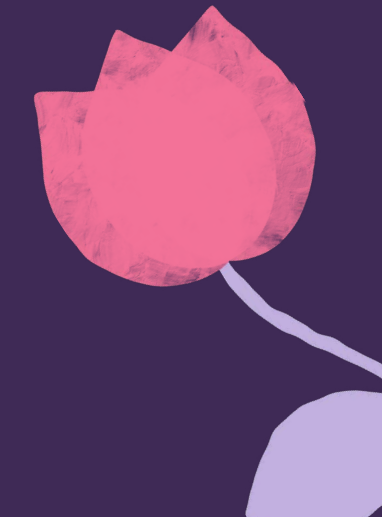
Employer brand

Women of menopausal age are the

fastest

growing demographic of the UK workforce.⁵

Tip: Once you have menopause support in place, shout about it! Position your organisation as a gender-diverse, forward-thinking, inclusive employer to attract and retain top female talent.



¹ <https://www.medicalnewstoday.com/articles/what-are-the-34-symptoms-of-menopause>

² <https://www.unison.org.uk/content/uploads/2019/10/25831.pdf>

³ <https://www.unleash.ai/study-70-feel-uncomfortable-talking-about-menopause-at-work/>

⁴ <https://www.healthawareness.co.uk/menopause/1-4-of-women-have-considered-leaving-their-job-because-of-the-menopause/#:~:text=Two%20thirds%20of%20women%20working,up%20handing%20in%20their%20notice>

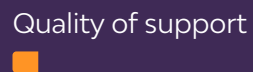
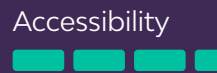
⁵ <https://www.cipd.co.uk/knowledge/culture/well-being/menopause/people-professionals-guidance#ref>



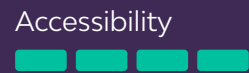
What menopause solutions are available?



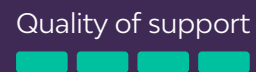
Menopause policy



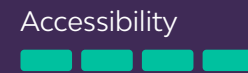
Employee assistance programme (EAP)



Private medical insurance



Peppy menopause support



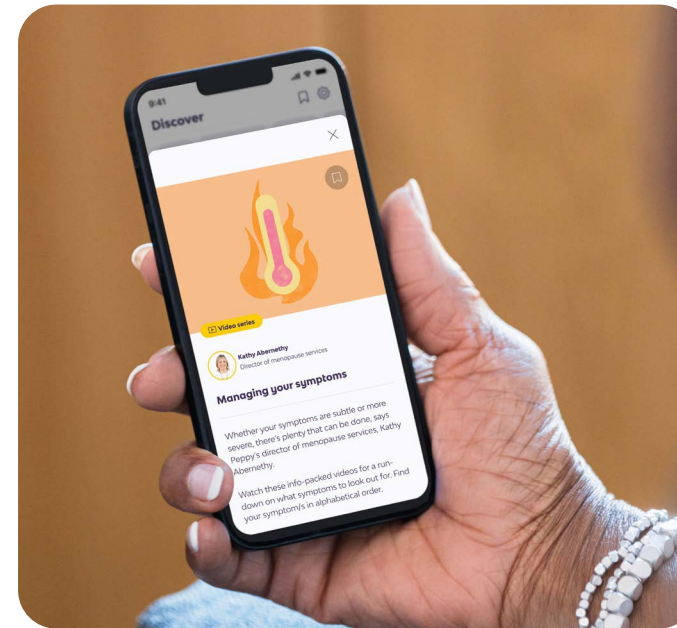
About Peppy

Peppy is a health app that supports under-served areas of healthcare by connecting employees to human experts.

These include menopause, fertility, men's health, women's health and baby.

Through Peppy, employees can access one-to-one private chat and consultations with experts plus a wealth of expert-created content including events, articles, videos and audio toolkits.

Over 250 employers are transforming their business by giving their people the information and personalised support they need, with Peppy.



Find out how Peppy can support your people and transform your business

Talk to our team