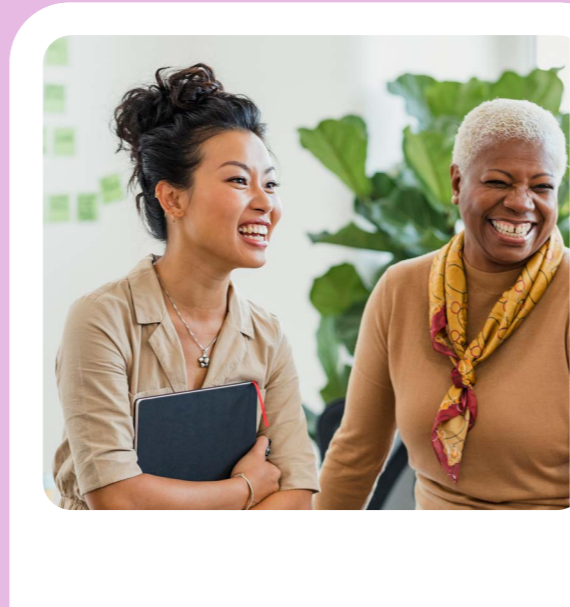
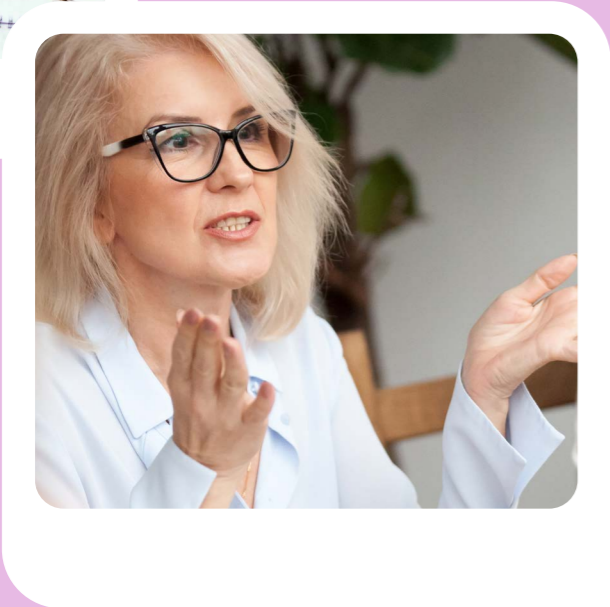


Menopause in the workplace



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.



Menopause in the workplace

Women of menopausal age make up the fastest-growing demographic of the workforce.¹

Key definitions:

Menopause

Put simply, is when someone who was born a woman stops having periods. This usually happens between 45-55 years old, and the average age in the UK is 51.

Perimenopause

Perimenopause is the transitional stage in the years around the menopause when a person may experience perimenopausal symptoms, which can last years.

100%

of women will experience menopause

63%

say their menopause symptoms negatively impacted their work²

1 in 3

say that they do not feel comfortable talking to their manager about menopause³

1 in 4

will consider leaving the workplace because of their menopause symptoms³

¹ <https://www.local.gov.uk/our-support/workforce-and-hr-support/wellbeing/menopause/menopause-factfile>

² The menopause is a workplace issue: guidance and model policy - Unison

³ The menopause at work: guidance for people professionals - CIPD



Common symptoms

3 in 4 people who are going through their menopause transition will experience symptoms including:



Heart palpitations



Difficulty concentrating



Tiredness



Hot flushes



Mood changes, anxiety



Poor memory, brain fog



Low sex drive, vaginal dryness



Needing the loo more



Sleep issues, night sweats



Joint pain, skin itching

Menopause is a workplace issue



An estimated
14 million

working days are lost every year due to time taken off to alleviate menopause symptoms¹

And yet, according to a recent survey:

70%

of employees believe there isn't enough information in their organisation to help those experiencing menopause²

39%

have no plans to introduce menopause support³



¹ <https://www.hrreview.co.uk/hr-news/menopause-costs-uk-economy-14-million-working-days-per-year/115754>

² Peppy research, October 2021

³ Employee Wellbeing Research 2021 – REBA and AXA Health



This needs to change

“Thirty years ago, menopause was a topic that was hardly spoken about at home, let alone in the workplace.”



Kathy Abernethy

Director of Menopause Services at Peppy and the immediate past chair of the British Menopause Society

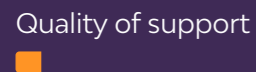
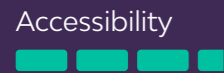
“Our workforce is evolving; the working population is getting older, women are working longer and taking on more senior roles. In order to be able to meet their full potential, our attitude towards menopause must evolve too.”

Employers: if you are invested in your future success – and in the health and productivity of your people – **menopause support must form part of your wellbeing strategy.**

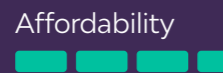
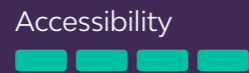
What menopause solutions are available?



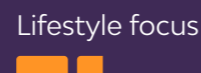
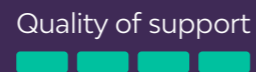
Menopause policy



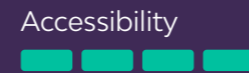
Employee assistance programme (EAP)



Private medical insurance



Peppy menopause support



Access unlimited, confidential support from human experts



One-to-one virtual consultations



Group chat and support



Videos, articles and audios



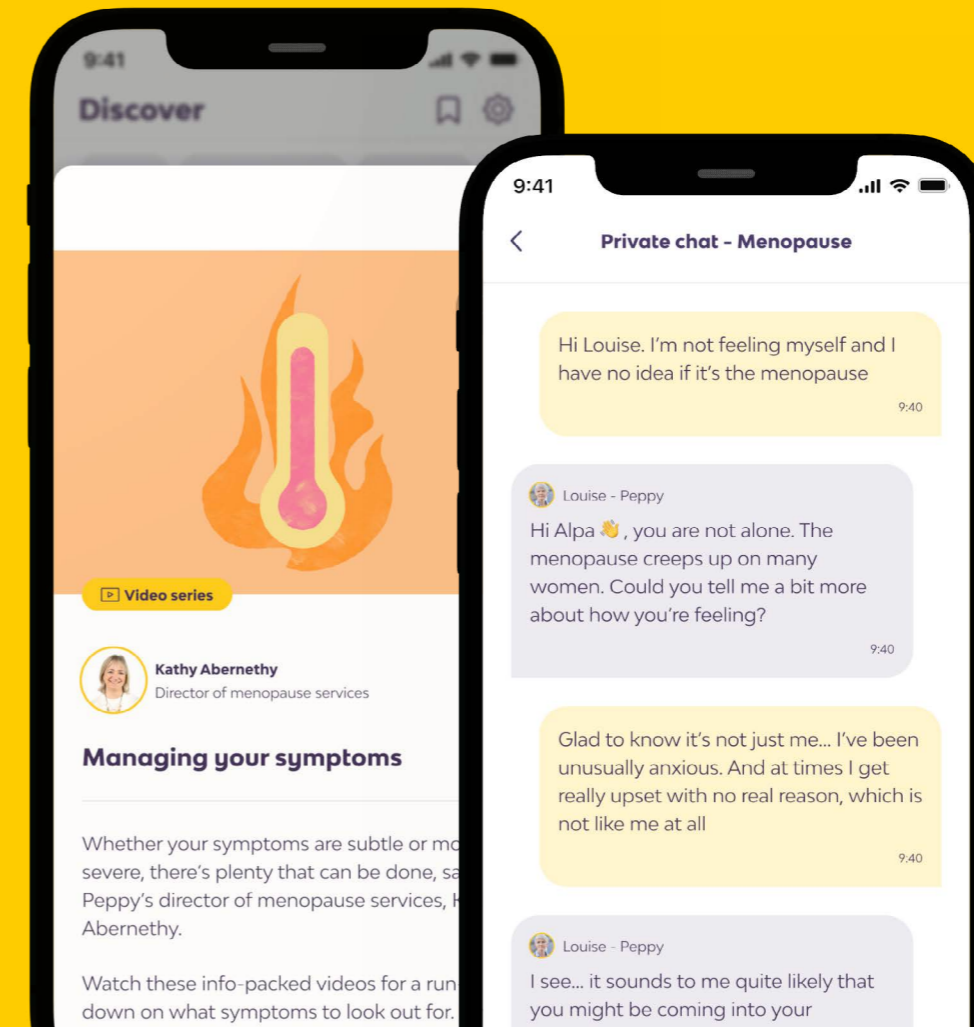
One-to-one chat with an expert



Events with expert speakers



Mental wellbeing support

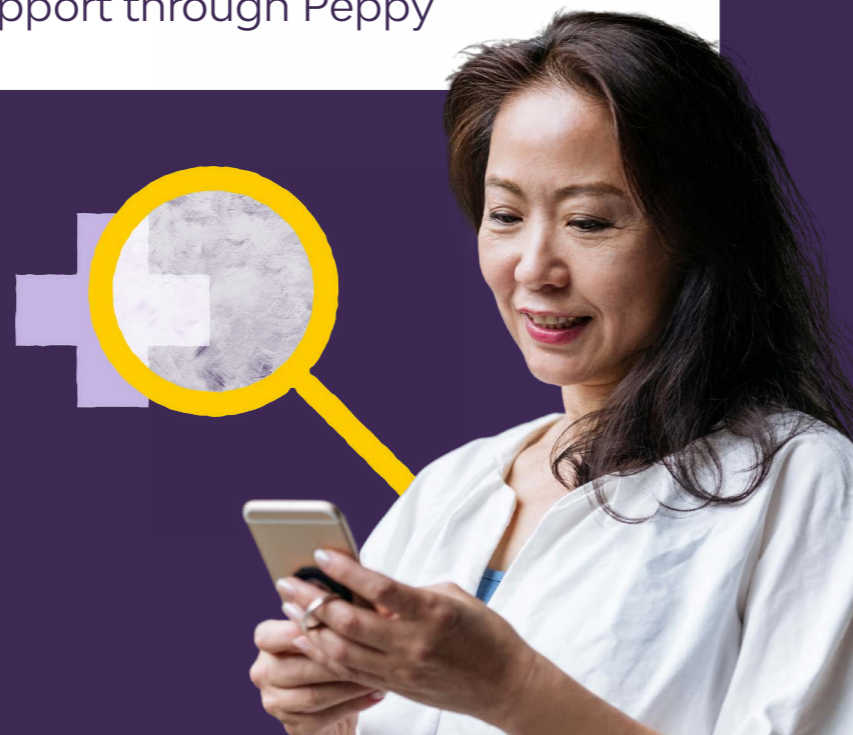


Leading employers support their people with Peppy



At Santander, **100%**

felt more positive about their employer after receiving specialist menopause support through Peppy



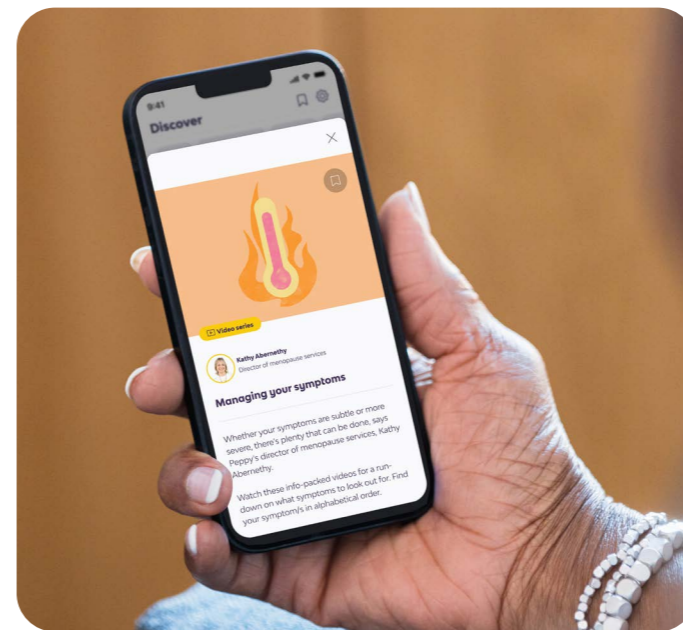
About Peppy

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