



Menopause at work

What's the connection between support, recruitment and retention?



Menopause in the workplace:

Engagement and productivity

65%

of women experience brain fog during menopause

Sickness and absenteeism

35%

of women had taken time off due to menopause symptoms

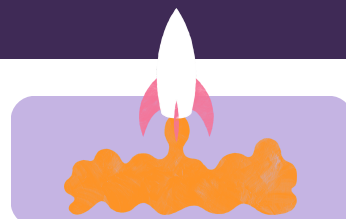
Attraction and retention

1 in 4

women consider leaving their jobs because of menopause

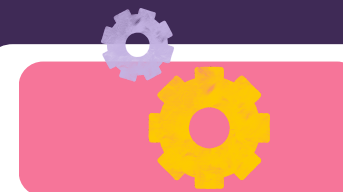
Women of menopausal age make up the fastest growing demographic of the workforce. Menopause is an issue for your business.

Here are some things to consider...



Policies backed by action

A policy alone isn't enough to support your employees. Businesses need to offer practical solutions



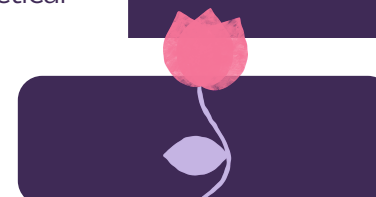
One size fits none

Employers should ensure support is accessible and can be personalized to the individual, including trans men and non binary people



Mood, mind and body

Support needs to be holistic and look after mental and physical health - menopause impacts both



Make menopause about everybody

Not just those going through it. The taboo around menopause is lifting. To carry this on, men and senior leaders need to be involved in the ongoing conversation



Simple steps to start supporting your employees



Start the conversation

Appoint a menopause champion

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



Ask your colleagues

Send out an anonymous survey

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



Educate line managers

Equip your team with menopause knowledge

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



Provide accessible support

Provide personalized, easy to use support

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



"It says a lot about your brand as an employer if you're supporting menopause in the workplace."

Theresa Winters

Employee Experience at Santander
(launched Peppy for employees in 2020)

Financial benefits to organizations

A lack of support can lead to women taking time off sick or leaving the business altogether. Offering high-impact support, can be a cost-effective solution, reducing expenditure in other business areas.

- **The cost of recruitment.** The direct and indirect costs of voluntary turnover have been calculated to be about \$110,000 per lost employee. This includes the direct recruitment costs and training of a new member of staff
- **The cost of absence.** According to the Office of National Statistics, the groups who experienced the highest rates of sickness absence included older women and those working in large organizations
- **The cost of employee relations issues or trials.** Research shows that the average cost of defending a tribunal case is over \$9,900 (not including the cost of any awards or the claimant's legal fees, if won). In addition, is the distraction in the business and any reputational risks



Find out how personalized support could benefit your people and your business

Book a call

www.peppy.health

