



Understanding the Menopause: How Employers Can Help

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Vitality

The importance of women's health in the workplace



Women make up a significant proportion of the work landscape

50+

The **fastest growing segment of the workforce** in the UK are women aged 50 and over.¹

47%

of the UK workforce will **go through their menopause transition** in their working lives.²

63%

of menopausal women say their **working life has been negatively impacted** by their symptoms³



Providing the right type of support, at the right is critical

Many women do not seek support and for those who do seek support they can find it difficult to obtain:

3

GP visits on average were required for women to **receive the right support**⁴

40%

of women felt they were **unable to get the support they needed** through their GP⁴

Source:

1. Employment in the UK: July 2019, ONS

2. Peppy website, accessed January 2020.

3. A STUDY OF MENOPAUSE IN THE WORKPLACE, Peppy, 2019

4. British Menopause Society survey, 2016

Why is this important to business and employers?



Recruitment

Happy
Employees

Absence

Reputation

Employee
Relations



What can you and your company do?



Be Aware Of The Symptoms And Impacts

Low Mood

Performance

Attendance

Relationship

Confidence

Physical Discomfort



Have The Right Support In Place

Open Conversations

Team Planning and Support

Manager Training

Holistic Approach

HR Guidelines

Equality Act 2010