



Menopause

What Is Menopause?

- Menopause refers to the point in women's lives when blood estrogen levels decline and the ovaries stop releasing eggs for fertilization, thus ending the reproductive years.
- Changes in the frequency, length and severity of a woman's monthly menstrual cycle often mark the beginning of menopause.
- For most women worldwide, menopause occurs between the ages of 45 and 55.



What Is Menopause?

- Natural menopause occurs after 12 consecutive months without menstruation when there is no other physiologic or pathologic cause and no clinical intervention.
- Menopause can also be brought on by surgical procedures that remove the ovaries or by medical interventions that cause the ovaries to stop functioning such as radiation or chemotherapy.
- Symptoms may include hot flashes, night sweats, irregular menstrual cycles, vaginal dryness, painful intercourse, urinary incontinence, changes in mood, including depression and anxiety, difficulty concentrating and memory loss.



Menopause Statistics – United Kingdom

- Menopausal women in the workplace is the fastest growing demographic in the U.K. with around 4.9 million women aged 50 and over.
- Approximately 1 in 4 women will experience debilitating menopause symptoms.
- More than 60% of women experience menopause symptoms and 25% will experience severe symptoms.
- More than half of all working women aged 40-65 have experienced three or more symptoms of menopause, including hot flashes (47%), night sweats (41%) and feeling tired (35%).
- Over half of those experiencing symptoms reported further impact on their working lives, including negative effects on work relationships, a need for reduced work hours and, in some cases, consideration of early resignation.

Source: <https://menopausesupport.co.uk>

Menopause and the Workplace



- Menopause symptoms can have a significant impact on both attendance and performance in the workplace.
- Two thirds of women experiencing three or more menopause symptoms admit to having lost interest in their work or making mistakes while on the job.
- Nearly two thirds of women report that they have lost their motivation to work due to menopause symptoms.
- Approximately 10% of U.K. women in the workplace have left their jobs due to menopause symptoms. This represents nearly 333,000 women.

Sources: <https://menopausesupport.co.uk>; <https://missionmenopause.com/>

Tips for Managing Menopause Symptoms at Work



- Control the temperature by using a personal desk fan.
- Practice stress management techniques such as deep breathing, meditation, or yoga.
- Dress in light layers to help manage hot flashes.
- Snack regularly to minimize blood sugar crashes that can lead to mood swings.
- Confide in a friend or co-worker.
- Exercise regularly.
- Drink plenty of water.
- Ask for help.

Source: <https://www.princetongyn.com/blog/8-tips-for-managing-menopause-on-the-job>

Physical Fitness During Menopause

Maintaining a healthy exercise routine as you transition through menopause can have many benefits, including:

- Preventing weight gain
- Lowering the risk of cancer by maintaining a healthy weight
- Strengthening your bones and slowing the progression of bone loss after menopause
- Reducing the risk of other diseases such as heart disease and type 2 diabetes
- Improving your mood



Source: <https://www.mayoclinic.org/healthy-lifestyle/womens-health/in-depth/fitness-tips-for-menopause/art-20044602>

Tips for Helping Your Partner Through Menopause



- Do your research so you can better understand what your partner is experiencing.
- Be patient – menopause doesn't go away overnight.
- Talk about it.
- Work as a team to improve the situation when possible.
- Ask what she needs.
- Appreciate her confusion about what she's going through.
- Remember it's about more than just hormones.
- Support her desire to change.
- Embrace changing sexuality.
- Reassure your partner that you still love her and find her attractive.

Source: <https://www.psychologytoday.com/us/blog/women-autism-spectrum-disorder/202203/10-ways-help-partner-during-menopause>

Menopause Resources in the U.K.

Mission Menopause:

- <https://missionmenopause.com/>
- Face-to-face and virtual workshops
- Lunch-and-learn sessions
- 1:1 coaching
- Focus groups

Menopause Support:

- <https://menopausesupport.co.uk/>
- Educational menopause awareness presentations
- Webinars and training sessions
- 1:1 consultations

Women's Health Concern:

- <https://www.womens-health-concern.org/help-and-advice/menopause-in-the-workplace/>
- Downloadable menopause resources, including menopause fact sheets
- Telephone and email advisory service
- Links to video shorts
- Seminars and workshops
- Find nearest British Menopause Society (BMS) menopause specialist

Sources

- <https://www.who.int/news-room/fact-sheets/detail/menopause>
- <https://missionmenopause.com/>
- <https://menopausesupport.co.uk/>
- <https://www.womens-health-concern.org/help-and-advice/menopause-in-the-workplace/>
- <https://www.psychologytoday.com/us/blog/women-autism-spectrum-disorder/202203/10-ways-help-partner-during-menopause>
- <https://www.mayoclinic.org/healthy-lifestyle/womens-health/in-depth/fitness-tips-for-menopause/art-20044602>

Total health



Emotional



Financial



Physical



Purpose



Social