Support for Menopause in the Workplace

Menopause can affect your work life, but employers can offer support — and you can be your own advocate.

A recent survey of 1,000 women around the country experiencing perimenopause or menopause found:

- 8 out of 10 described work during menopause as challenging
- 5 out of 10 dealt with at least one menopause-related work challenge, such as concern about job security
- 4 out of 10 took time off because of perimenopause or menopause symptoms — and most said they felt they had to hide the reason why
- 6 out of 10 said their employer offered no support for menopause

It doesn’t have to be this way!

Employers can make changes to support employees during menopause — and see benefits that include:

- Improved attendance
- Increased productivity
- Ability to attract and retain talent
- Healthier and happier employees

How can employers support employees during menopause?

- Share information throughout your company or organization to reduce stigma
- Provide resources and training opportunities that show your company is aware of issues surrounding menopause at work and is ready and willing to offer support
- Create a formal menopause work policy and/or appoint a menopause specialist
- Rethink employee benefits
- Offer flexible work schedules and work arrangements
- Adapt workplace environment (e.g., adjust thermostat, provide desk fans, switch to darker uniforms) to make it more comfortable for employees experiencing menopause

How can you advocate for yourself in the workplace?

- Turn menopause into a normal topic of conversation
- Make it clear that wanting support during menopause doesn’t mean you’re not capable of doing your job
- Remember that what you’re experiencing is normal, and you shouldn’t have to hide it
- Band together with coworkers to present a united front when asking for accommodations, including:
  - Flexible work schedules and arrangements, including working remotely
  - Paid time off
  - Menopause-inclusive health benefits that cover treatments such as hormonal or non-hormonal therapy
  - Access to mental health services

Women are postmenopausal for up to half of their lives.

This means many of us will reach career highs during or after menopause — and we deserve support from our employers.