

AN INTRODUCTION TO MENOPAUSE



Menopause is a biological process marking the end of menstrual cycles, usually occurring in an individual's late 40s to early 50s. It includes symptoms like hot flashes, fatigue, mood swings, and cognitive challenges.



Menopause can significantly affect work performance and well-being, leading to reduced concentration, productivity, and job satisfaction. Without support, these challenges can lead to increased stress and even early retirement.

According to Adora, **63%** of women said menopause had a negative impact on their work and **59%** of women hide their menopause symptoms at work.

With the right approach, businesses can retain valuable talent and ensure all employees feel respected and supported.



Offering flexible working hours, providing quiet spaces, ensuring comfortable working conditions, and allowing time off for medical appointments are practical ways to support employees going through menopause.

IF YOU'RE A LEADER



Review your current workplace policies to ensure they include support for those navigating menopause.



Initiate training sessions for managers and team leaders on menopause awareness.



Implement practical adjustments to better support those experiencing menopause.



Whether or not you're a leader in your organisation, you can encourage open conversations about menopause at work to reduce stigma and promote understanding.