

Whitepaper

Why menopause support at work should be a **priority**, for both your **employees and your business**

Contents

Why menopause matters at work

03

The four stages of menopause

04

The business impact of menopause benefits

07

The types of menopause support you can set up

08

Fertifa and menopause support

10

A note about language

At Fertifa, we use the terms ‘woman’ to refer to those who were assigned-female-at-birth (AFAB). We understand that not everyone who is AFAB identifies as a woman or as any gender. We’re here for anyone who identifies as a man, woman, gender non-binary, gender non-specific or anyone who defines themselves, their gender, their sexuality in any way we’ve not mentioned. We want to make our content as inclusive as possible, but we’re learning all of the time. Please don’t hesitate to reach out if you feel that we can make our content, our language or generally anything at Fertifa more inclusive and representative of you.



Why menopause matters in the workplace

Menopause is set to impact 1.2 billion women by 2023. As the fastest growing demographic in the workplace, more women than ever before will go through the menopause, or experience menopausal symptoms, at work.

Despite often being at the peak of their careers, half of them have decreased job satisfaction and a staggering 42% consider leaving work altogether.

According to research by the Guardian, 1 million women in the UK could be forced out of their jobs in 2022 because their employers are failing to support them as they go through the menopause, researchers have said.

We teamed up with The Latte Lounge, a leading online community for midlife women, and surveyed 500 working women experiencing perimenopause or menopause. Our survey showed that

- 70% of women did not speak with their employer about their symptoms
- 26% said they were "too embarrassed"
- 28% "feared it may make them look incapable of doing their job properly"
- 42% of people consider leaving work altogether

Our survey showed how cognitive impairment and mental health symptoms of the menopause had the biggest impact on women's working lives, with 87% of people experiencing tiredness or lack of energy. The top physical symptom was sweating (75%), which made working from an office uncomfortable.

This has to change, first and foremost for the people affected, and also for the UK companies estimated to be losing 14 million working days every year.

In this guide, we will explain impact offering menopause benefits can have on employee wellbeing, and the significant return of investment you can expect to see for your company. We will also cover the types of support available to you and your team.

70% of women will experience menopausal symptoms, but only **38%** of women will seek help from a GP.

One quarter of women who visited a GP with symptoms said they **weren't asked about menopause.**

— Menopause Support UK

The four stages of menopause that you need to know about

If you haven't been through the menopause yourself, it can be difficult to understand exactly what each stage means. We've seen how people can feel supported at work if those around them understand more about what they're actually going through. So, one of the most important things you can do is to understand the stages of the menopause and what may be involved in each one.

Stage 1: Pre-menopause

This is any time from someone's first period to their last period. Most pre-menopausal people have regular periods, with exceptions like pregnancy, certain contraceptives, hormone therapy, medical interventions and some medications.

Stage 2: Perimenopause

This is the time when someone is experiencing menopausal symptoms but still has periods. Hormone levels begin to fall, causing menopausal symptoms. In the UK this usually starts aged 42 to 43, but can start as young as late thirties and last for 5 to 10 years. This stage can last years.

Stage 3: Menopause

This is medically defined as someone's last natural period. In the UK, the average age for menopause is 51 (with most people ranging between the ages of 45 to 55).

Stage 4: Post-menopause

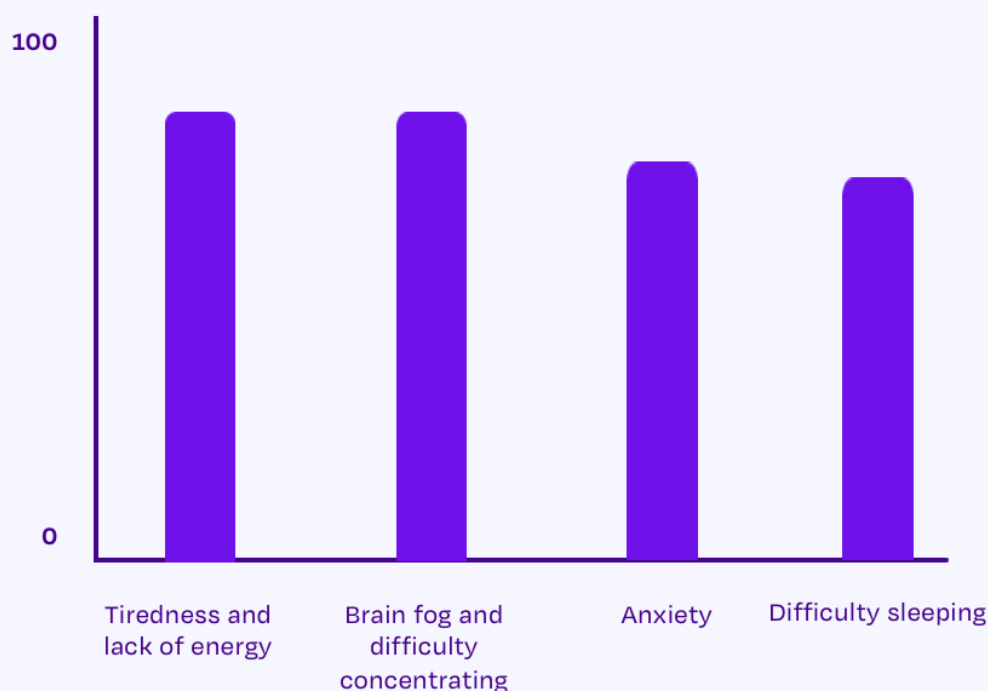
This is any time after someone's last period. Usually by this point hormone levels have dropped and levelled out. Hormone levels will remain low and there will no longer be a monthly period. In this stage, people can't get pregnant because their ovaries have stopped releasing eggs.

87% of women we spoke to said they experienced tiredness or lack of energy.

05

Cognitive impairment and mental health symptoms were found to have the biggest impact on careers and work.

The four most common cognitive menopause symptoms, from our survey with The Latte Lounge



1 in 4 women will experience severe and debilitating symptoms.

These symptoms can last up to **15 years**, with the average being 4 years.

— Menopause Support UK

What will your workplace look like if you invest in supporting menopausal women

1 You will be building an inclusive and diverse leadership team

Support for perimenopausal and menopausal women in your workplace shows your commitment to diversity, equity and inclusion.

Many women feel like they have no choice but to stop progressing their careers because of the menopause. The lack of progression, or retention, of women in senior roles inevitably affects the gender pay gap. This is widest for women over 50, who are paid 23% less than their male equivalents, increasing to 25% for over 60s.

Providing a safe and supportive work environment for women will help to retain and support them and narrow the gender pay gap.

By actively supporting women through menopause, companies are more likely to see them progress into senior roles. Research shows the most gender-diverse companies are more likely to make a greater profit and outperform those which are male-dominated.

2 You will keep all of your most talented people

Menopausal women are often at the peak of their careers, bringing valuable knowledge, skills and experience to businesses. But without support, many consider leaving or look for work elsewhere.

The cost of replacing an employee is around £30,000, including recruitment agency fees, temporary staff hiring, advertising, and indirect costs such as days used for recruitment.

Companies which give support for perimenopause and menopause are more likely to retain these people; 75% of women in our survey said they'd be more loyal to a company which provides menopause support.

What will your workplace look like if you invest in supporting menopausal women

3 You will attract the best people to join your team

Since Covid, businesses are under increasing external pressure to re-evaluate their wellbeing offers. It's getting more and more competitive for employers to find the best talent. It's likely that menopause support will soon be expected of employers and those which go the 'extra mile' to create an open and inclusive workplace culture will be more attractive to the top talent.

4 You will see an increase in employee wellbeing and productivity

According to the My Menopause Doctor survey, around 59% of women took time off work due to symptoms. 18% were off for more than eight weeks, leading to significant costs for their employer.

With a more supportive work environment and access to healthcare benefits, women are more likely to stay in work and be happier at work. 80% of people in our survey said they believed menopause support would lead to improved performance or productivity.

Take our [Return on Investment calculator here](#), to see the savings you can typically make through employee retention, engagement and productivity.

Try our calculator and see the savings.

Enter your company details and see the savings you can typically make through employee retention, engagement and productivity:

Note: By completing this form you agree for Fertifa to contact you from time to time regarding marketing purposes.

<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

Show me my results



The types of menopause support you can set up at work



Fertifa's doctor-led programme for menopause support

We understand the impact perimenopause and menopause can have on people's work lives. We're here to support your employees through it all. Our menopause programme has been curated by [Dr. Gidon Lieberman](#) – our Medical Director and menopause specialist.

Dr. Lieberman is an accredited member and trainer for the British Menopause Society and is a Regional Preceptor for the Royal College of Obstetricians and Gynecologists for Menopause.

In collaboration with our network of menopause specialists, we provide consultations, care and treatment plans for people experiencing menopause symptoms.

- Employer-funded consultations, diagnostics and treatment for your employees
- Access to a network of wellbeing specialists: nutritional experts, emotional therapists and dedicated healthcare advisors are on-hand to reduce stress and support with symptom management
- Support networks for your employees to connect with others at work
- A suite of education for all staff: HR policy support, lunch and learn sessions, workshops, webinars and podcasts
- Monthly employee webinars with clinical experts
- Convenience for employees: online booking, video consultations, at-home finger-prick blood tests and drug delivery as standard

The types of menopause support you can set up at work



Host events and training for your employees

There's a range of training available – from informal sessions through to structured line manager training. Specialist providers, like us at Fertifa, can partner with you or provide ad-hoc support when needed.

Training and educating your employees about menopause (and all reproductive health issues) is crucial in creating a diverse and inclusive workforce.



Make working conditions as comfortable as possible

Symptoms vary from person to person, so it's best to offer options so people can choose what works best for them. That might look like:

- more flexible start and finish times
- more working from home days
- making desk fans available
- offering quiet or cool rooms for people to relax in
- encouraging people to take sick days when they need to



Set up internal support networks

More and more companies are setting up networks so that people can support one another and know they're not alone. Partnering someone from your HR or People team with affected employees often works well for this.

The types of menopause support you can set up at work



Put a menopause policy in place

A menopause policy will show your commitment to inclusivity, on a fundamental level. If you're drafting a menopause policy, it's important to review other policies (like sickness and diversity and inclusion) at the same time, to make sure menopause is included. [Channel 4 shared their menopause policy](#), which is a great starting point for creating your own. A policy on its own isn't enough though - it's important to embed it in your company culture through regular communication, events like 'lunch and learn' sessions and sharing additional resources.

If you're looking to implement a menopause policy, get in touch with our team at enquiries@Fertifa.com.



Offer Private Medical Insurance (PMI)

PMI schemes vary depending on the insurer; some include GP appointments, while others need a referral before someone can get treatment. Some providers will also include free access to counselling.

If your company already offers PMI without menopause support, it's a good idea to negotiate what's offered or consider switching providers. PMI is a great benefit for employees facing long NHS waits or a lack of specialist care from GPs.



Offer an Employee Assistance Programme (EAP)

Many workplaces offer an Occupational Health service or EAPs to signpost employees to helpful resources or counselling. People won't be able to get prescriptions this way though.

Companies that offer menopause benefits see a range of both short and long-term benefits

Investing in menopause support has significant financial and cultural benefits for your company - including savings made from employee retention and increased productivity. On top of this, we've seen more open and inclusive workplace cultures, increased employee loyalty and lower turnover, increased wellbeing, reduced leave days, narrowed gender pay gaps and increased diversity.

Get in touch with us at enquires@fertifa.com if you have any questions or you're looking to support your people with reproductive health benefits using Fertifa.

Meet the Fertifa clinical team



Mr. Gidon Lieberman

Medical Director

Gidon is a leading consultant gynaecologist and fertility specialist practising in London. With over 25 years of experience in reproductive health, he specialises in menopause, fertility, laparoscopy, fibroids, ultrasound, and hysteroscopy.



Dr. Jane Ding

Clinical Consultant

Jane is a consultant in obstetrics and gynaecology. She has a PhD from Cambridge University on breast cancer and completed her medical training at Oxford. She has significant experience in all parts of fertility treatment, hormone health and women's health.



Emilia Soulios

Care Advisor

Emilia has an MSc from UCL in Clinical Mental Health, a background in health sciences, reproductive health, sexual health, and psychology. She provides guidance and advice to anyone needing support throughout their reproductive health journey.



Eva Ventouri

Care Advisor

Eva has an MSc in Reproductive Science and Women's Health from UCL. She has deep understanding and knowledge of reproductive health, particularly fertility and the menopause. Eva provides patients with guidance throughout their fertility journeys.



Brenda Muchapondwa

Head of Clinical Services

With more than 16 years of experience working in women's and reproductive Health, Brenda is our Head of Clinical Services. She has worked at some of the UK's leading fertility clinics and has a strong interest and understanding of surrogacy and egg donation.



Dorien Hasselar

Nurse Practitioner

Dorien specialised in fertility and has experience at some of the top fertility clinics in London. She has worked with complex fertility cases and led PGTA/PGTM and surrogacy teams as a senior nurse for some of the leading IVF clinics.



Weronika Holubowska

Care Advisor

Weronika is one of our Care Advisors. She started her journey in the fertility industry over a year ago. She has been trained by clinical specialists in reproductive health, with a focus on IVF, menopause, men's health and family forming.



Asif Muneer

Men's Health Consultant

Professor Muneer is an expert in the field of andrology, including the management of male benign and malignant genital diseases. His specialist interests include male genital cancers, infertility, ED, surgical sperm retrieval and Peyronie's disease.