

Work
With
The
Menopause

NINE
MENOPAUSE
FACTS
FOR YOUR
NEWSLETTER

Supporting menopausal women at work
Dr Louise Taylor & Emily Perry

WWW.WORKWITHTHEMENOPAUSE.COM



WORK WITH THE MENOPAUSE

DR LOUISE TAYLOR & EMILY PERRY

Welcome to this free guide from Work With The Menopause.

Work With The Menopause was founded by Louise Taylor, a GP and Menopause Coach along with Emily Perry, an experienced HR professional.

We support businesses by providing practical solutions on how organisations can support women going through the menopause.

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WHY SHOULD BUSINESSES CARE ABOUT THE MENOPAUSE?

Quite simply, menopausal women are the fastest growing demographic in the work place. Yet the menopause is still such a taboo subject.

According to the CIPD there are 4.3m employed women aged 45-60. The average age for menopause is 51 in the UK but symptoms can start much earlier than that.

With women working for longer, menopause can get in the way of work and careers at a time when organisations need to retain talent and have everyone performing at their best.

With 3 out of 4 menopausal women experiencing symptoms, that could be a huge percentage of your workforce. Some symptoms can be debilitating, impacting performance and require time off work. Some women even feel they have to leave their jobs.

Now is the time to create a culture that supports the menopause and empowers women.



1 AGE

The average age for the menopause in the UK is 51 years old.



2 DEFINITION

The menopause refers to the time when periods have stopped for one year.

3 DIFFERENT TYPES

The menopause can happen naturally or it can happen surgically with an operation where the ovaries are removed, or secondary to some drugs e.g. chemotherapy.



WHAT'S HAPPENING?

Put simply, the ovaries stop producing oestrogen and progesterone. Also testosterone production reduces.



SYMPTOMS

Symptoms associated with the menopause can often start four to five years before the periods stop which is why many women don't associate the changes with the menopause.

SYMPTOMS INCLUDE

Hot Flashes
Brain fog
Difficulty sleeping
Low sex drive



DISTURBED SLEEP LEADS TO

Memory problems
Irritability
Difficulty making decisions



OESTROGEN AFFECTS THE BRAIN

Loss of oestrogen can lead to
anxiousness and low mood.

TREATMENTS CAN INCLUDE

Cognitive Behaviour Therapy
Hormone Replacement Therapy
Lifestyle tips





HOW WE CAN HELP

At Work With The Menopause we have created support packages for organisations that include:

- Pre-recorded educational webinar for HR on the menopause
- Pre-recorded educational webinar for managers on the menopause
- Pre-recorded educational webinar for all colleagues on the menopause
- Menopause policy
- Policy audit and update
- Bespoke talks and training

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