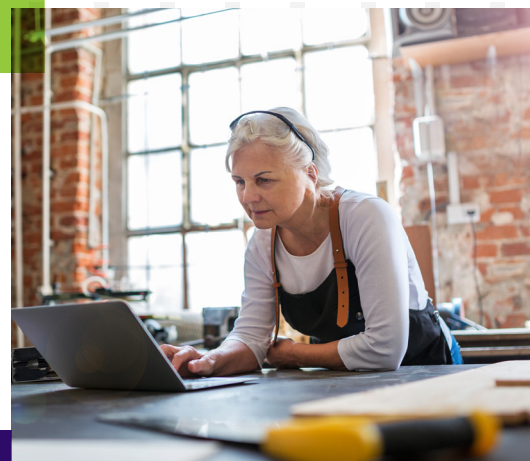


# Employee Perspectives and Challenges Concerning the Transition of Menopause (EMPACT Menopause) Study



## The menopause experience can be divided into three main phases, typically beginning in a woman's 40s or 50s:

- ▶ **Perimenopause (or menopause transition):** The transitional time when the body experiences a natural decline in reproductive hormones, resulting in the end of a woman's menstrual cycles
- ▶ **Menopause:** The moment in life defined once 12 consecutive months have passed after the last menstrual cycle
- ▶ **Postmenopause:** The life stage after menopause has completed



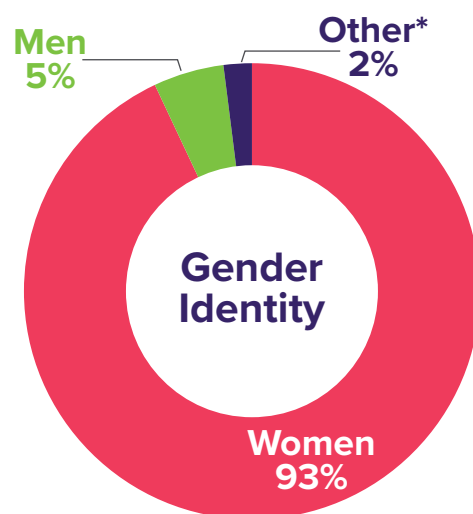
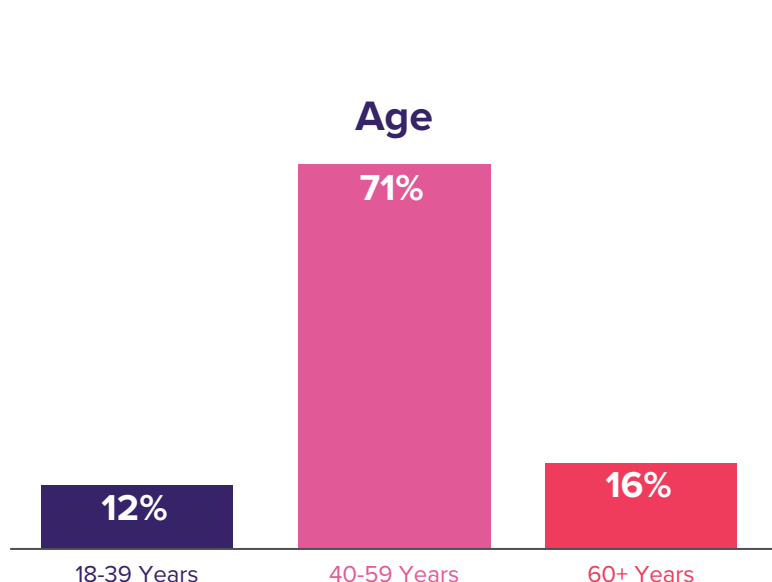
Menopause is a universal life stage for women that has far-reaching economic, social, and health care implications during their working years. With over 75% of women participating in the labor workforce in the United States (U.S. Bureau of Labor Statistics) during their menopause transition years, it is critical to discuss women's health and experiences in the context of workplace engagement.

**Surgical procedures that damage or remove the ovaries can result in the onset of menopause, regardless of age.**

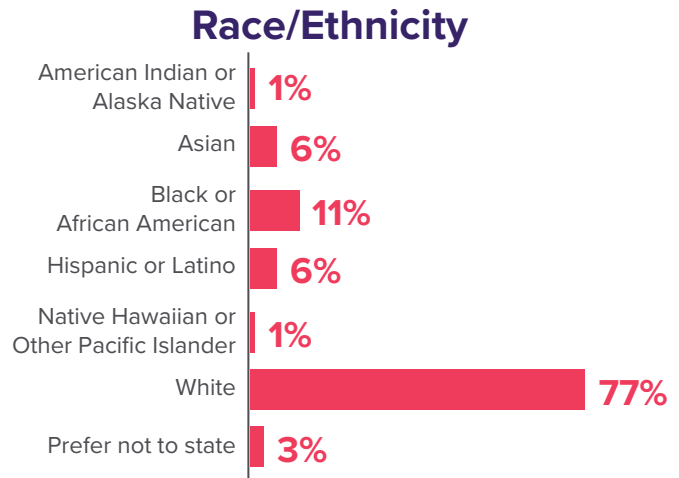
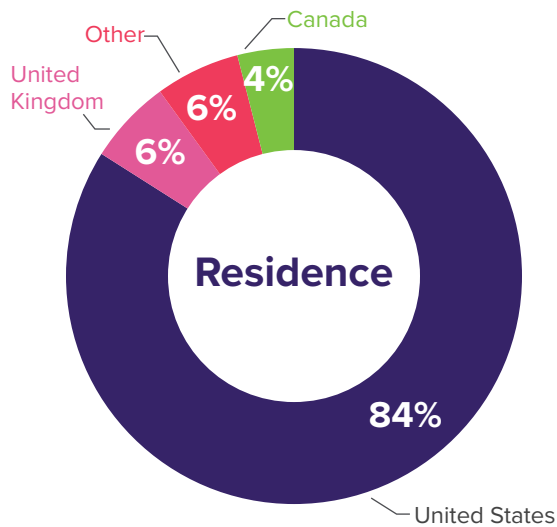
The Society for Women's Health Research (SWHR) conducted a survey to better understand the workplace experiences of individuals who have entered or completed the menopause transition, as well as their coworkers and employers.

## EMPACT Menopause Study

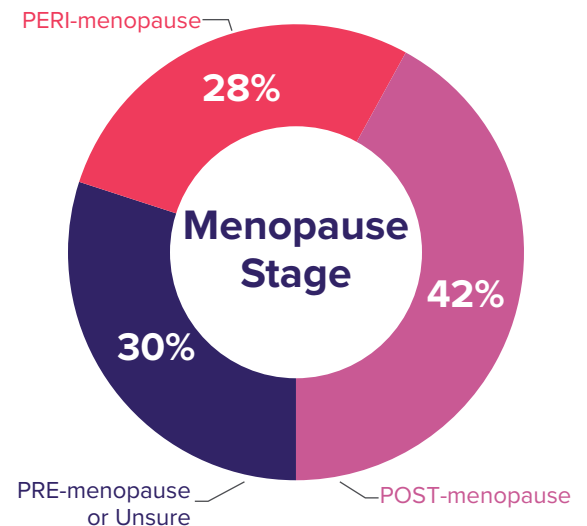
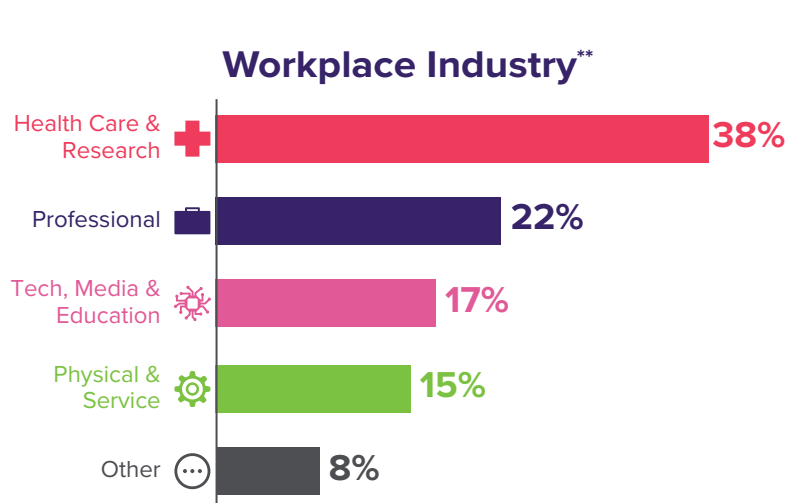
About the Respondents (N=955)



*\*Other includes transgender men and women, nonbinary or gender nonconforming individuals, and respondents who preferred not to state their gender identity*

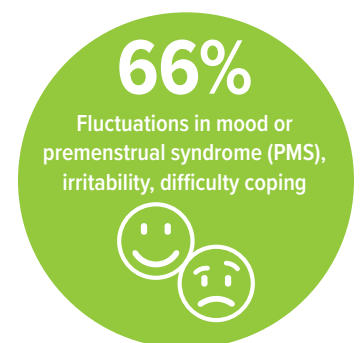
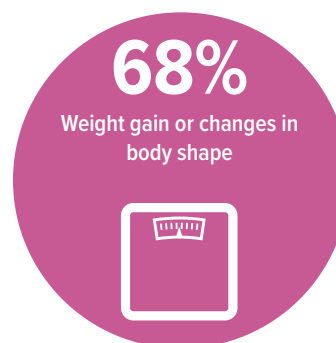
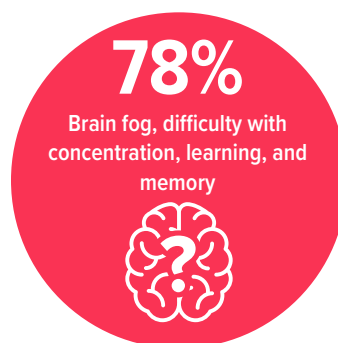


The following data highlights responses provided by women employees and supervisors in the United States.



Increasing the visibility of diverse experiences of women during and after the menopause transition can help to create equitable workplaces. While symptoms may include periods of hot flashes, brain fog, and changes in sexual function, other imprecise symptoms such as sleep and mood disturbances, weight gain, and joint pain can impact overall health, quality of life, and perspectives on work-life engagement.

### Most Bothersome Symptoms:



\*\* Health Care & Research Industries include health care and life and social sciences jobs

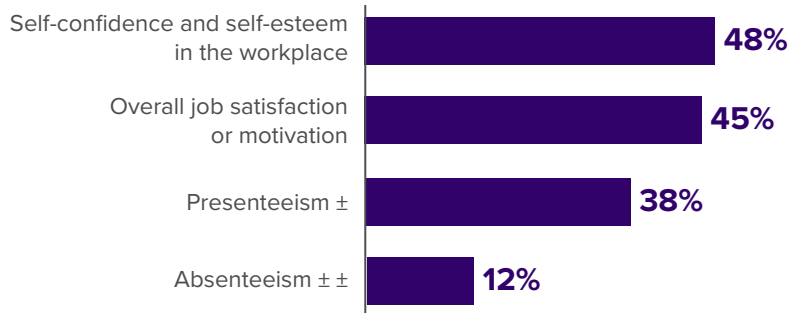
Professional Industries include professional, administrative, government, and financial service jobs

Tech, Media, & Education Industries include arts, media, engineering, computer, and education jobs

Physical & Service Industries include retail, hospitality, transportation, utilities, manufacturing, construction, agriculture, and protective services jobs



## Impacts of Menopause Symptoms on Work Life:



± Frequency of working while feeling unwell  
±± Frequency of taking leave

Confusion surrounding the menopause stages and transition may cause women to delay reaching out for support and others in their community to make uninformed generalizations about menopause and aging. Education has been highlighted as a needed priority for both women and employers.

**1 out of 6** supervisors indicated being uncomfortable setting up accommodations to address their employees' menopause symptoms at work.

Enhancing workplace support and inclusivity offers mutual benefits for women and employers.

### Availability of Menopause-specific Policies or Resources:

- ▶ **61% of Employees** and **70% of Supervisors** indicated no formal policies are in place
- ▶ **36% of Employees** and **27% of Supervisors** were unsure if resources are available

**59% of women reported feeling uncomfortable asking for accommodations.**

Respondents shared commentary about the “stigma attached [to menopause]” and the need for “normalization of the experience.”

**Only 31%** of women felt comfortable talking about their menopause symptoms or experiences at work.

While half of the supervisors reported having conversations with their employees about menopause, **14%** indicated they had not, but would like to.

### Menopause influences women in making career-related decisions.

**1 in 4**

women considered not pursuing or did not pursue a leadership opportunity



**1 in 3**

women considered reducing or reduced their workload



**2 out of 5**

women considered finding or found a new job



*“As the oldest woman in a workplace of over ten women, [I] know what is in store for all of [my] colleagues...[and] hope to alleviate embarrassment and discomfort for them in the future.”*

It is imperative that workplaces strategize to ensure the well-being and continued productivity of women throughout their career. Supporting women during midlife and the menopause transition is vital for retaining talent, fostering career growth, and boosting economic development.

SWHR's Menopause Program is supported by educational sponsorship from Astellas Pharma, Bayer, Nutrafol, and Pfizer. SWHR maintains independence and editorial control over program development, content, and work products.