

May 2024

Menopause Supports and Benefits

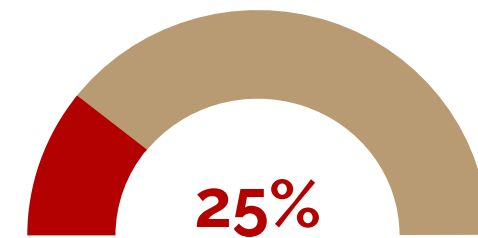
Our member at Sanofi is interested in learning what menopause supports and benefits other members offer. Member responses and additional resources are below.

KEY TAKEAWAYS

- Menopause is a significant issue that affects a substantial portion of the workforce, yet it remains an underserved and often stigmatized topic in the workplace.
- Providing support and resources for employees experiencing menopause can have a positive impact on their well-being, productivity, and retention. Companies that offer menopause benefits and create a supportive culture can foster a more inclusive and caring environment for their employees.
- Employers can take several steps to support menopausal employees, such as offering access to menopause health professionals, hormone replacement therapy coverage, flexible work arrangements, cooling rooms, educational resources, and manager training.

“ You're starting to see this generation of older millennials that have grown up with fertility care in the workplace now aging into menopause, and they're going to have those expectations of that level of care that they've been receiving in the fertility space from their employer. ”

— Jill Angelo
Former Microsoft executive and co-founder and CEO
of Gennev, a virtual menopause clinic..
[Source](#)



25%
More than a quarter of women surveyed said menopause has had a negative impact on their career progression.

\$150 B

global productivity losses due to menopause of \$150 billion a year

1.3 M

women in the U.S. will enter menopause each year

Best Practices

- Consider menopause-specific paid leave for symptoms
- Partner with women's groups or ERGs
- Offer menopause health professional access, HRT coverage

BACKGROUND

Menopause is a natural biological process that typically occurs around age 52, marking the end of a woman's menstrual cycles and fertility. It is caused by a decline in the production of ovarian hormones like estrogen and progesterone. Menopause affects a significant portion of the workforce, with approximately 1.3 million women in the U.S. entering this transition each year, and an estimated 20% of employees being in some stage of menopause.

The symptoms associated with menopause, such as hot flashes, brain fog, mood changes, anxiety, depression, and sleep disturbances, can have a substantial impact on women's work lives. Over half of peri- and postmenopausal employees report that menopause has had at least a slight negative impact on their work, affecting factors like sleep quality, mental health, ability to focus, and career progression. These symptoms can lead to decreased productivity, increased absenteeism, and even job resignations if not properly addressed and supported in the workplace.

ADDITIONAL RESOURCES

- Break Through the Stigma: Menopause in the Workplace, Bank of America
- Menopause - Voice of the Workplace Report 2024, Calm
- Employers Are Turning to a New Perk: Menopause Benefits, SHRM
- Guidance on Menopause in the Workplace