



Why **Menopause is a Commercial Talent Issue for Organisations**

Mel Bligh

What is the Menopause?

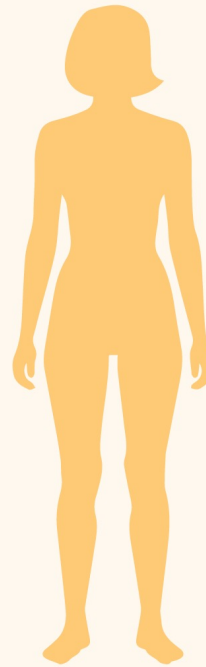


PHASES OF MENOPAUSE

Premenopause



Menopause



Postmenopause



Perimenopause



Who's impacted?



It is estimated that there are **around 13 million** people who are currently peri menopausal or menopausal in the UK, which is equivalent to a third of the entire UK female population.

Wellbeing of Women

**Menopause
typically
happens
between
45 & 55**

**The average
age of a women
going through
menopause
is 51**

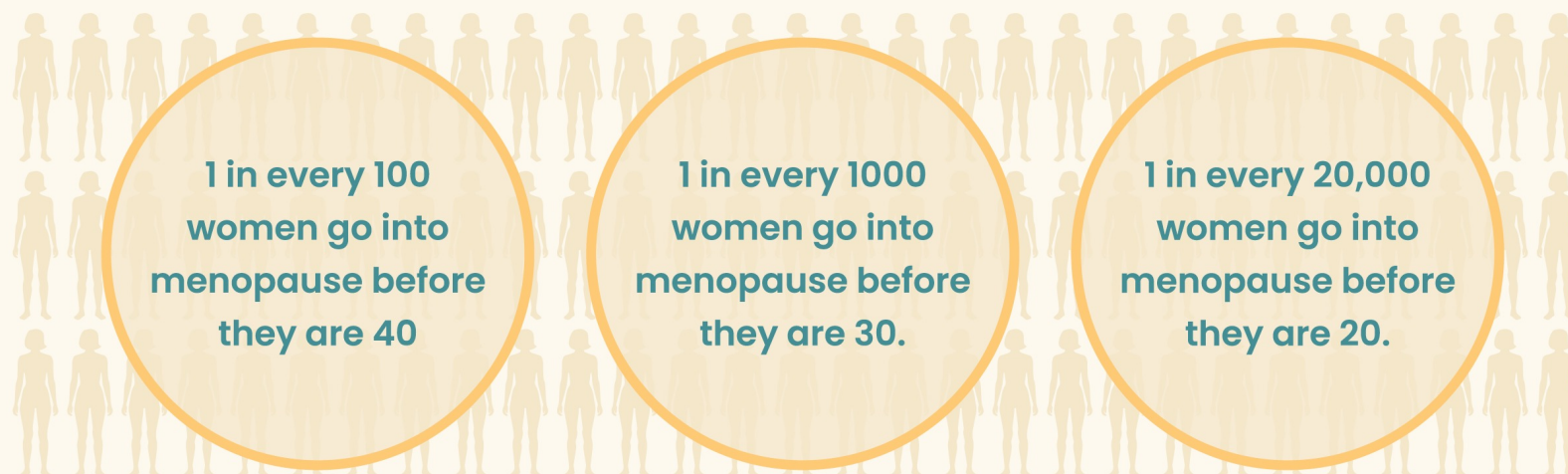
**One quarter of
the world's female
population will be
menopausal by
2030**

**Symptoms
last on average
7 years. These
change over
time**

This is bigger than 'Women of a Certain Age'



Early menopause impacts more people than you think:



Menopause can be triggered by some surgeries, illnesses & treatments at **ANY AGE**

Transgender colleagues & men are also impacted by the menopause

“ When I was 32 I had to have a full hysterectomy due to endometriosis. I endured over 15 operations to try and remove the endometriosis but unfortunately the last resort was a hysterectomy. I had no choice in the matter.

I didn't really know how it would impact me. I had no clue about the symptoms and impacts.

The doctor informed me that this operation would result in an instant menopause, but nothing could have prepared me for what that change would mean. ”

Symptoms



Physical

- Hot flushes
- Sleep Disturbances/Deprivation
- Night Sweats
- Irregular Periods – very heavy or light
- Muscle & joint Stiffness
- Recurrent urinary tract infections (UTIs), including cystitis
- Vaginal dryness/prolapse
- Headaches & Migraines
- Weight Gain
- Fatigue
- Palpitations
- Skin changes (Dryness, itchiness, acne)
- Reduced sex drive

Psychological

- Mood disturbances & swings
- Anxiety
- Overwhelm
- Depression
- Memory loss
- Brain Fog
- Panic Attacks
- Loss of confidence
- Reduced concentration

Remember, everyone is different.

Symptoms can fluctuate and be felt to varying degrees. There are more than 40+ symptoms of the menopause.

Retention

Over 1,000,000 women have left their jobs due to the menopause

Well-being of Women



“

My Manager is a wonderful person and is generally supportive. He just doesn't seem to like me to mention the 'M word'. My style is open, and I share lots of detail when I talk to him, but it's one subject he seems to close me down on.

”

50+
women are
the fastest growing
segment of the
workforce

1 in 10
women do leave
the workplace
because of the
menopause

1 in 4
women consider
leaving the
workplace because
of the
menopause

3 in 5
menopausal
women are
negatively
affected at
work*



Real reasons are not
being captured due to
'stigma & shame'



*CIPD Survey

Diversity & Inclusion



In February the government-backed FTSE Women Leaders Review said female representation on the boards of Britain's top 100 companies stood at 39.1%.

The review raised a voluntary target to 40% for the top 350 companies by the end of 2025, up from a previous target of 33%.

“

I have a senior leadership role in Operations. I have a huge team that look to me for vision and direction. I know I am capable of getting a role on the board but I am not sure that I want it. Life is challenging enough.

”

In 2021
FTSE 100 Boards achieved 39.1% women
FTSE 250 32.5%
FTSE 350 30.7%

The goal
by 2025
is 40%



[illegible]

**An employee
with 2 years
service can claim
for unfair
dismissal**

I started to suffer with brain fog and had difficulty retaining information. My manager knew I was struggling but never offered me any support. I felt like I was failing and couldn't do my job any more. Eventually, I left at fifty five and nobody even asked why.

“

If an employer does not support colleagues, there could be a case for constructive dismissal

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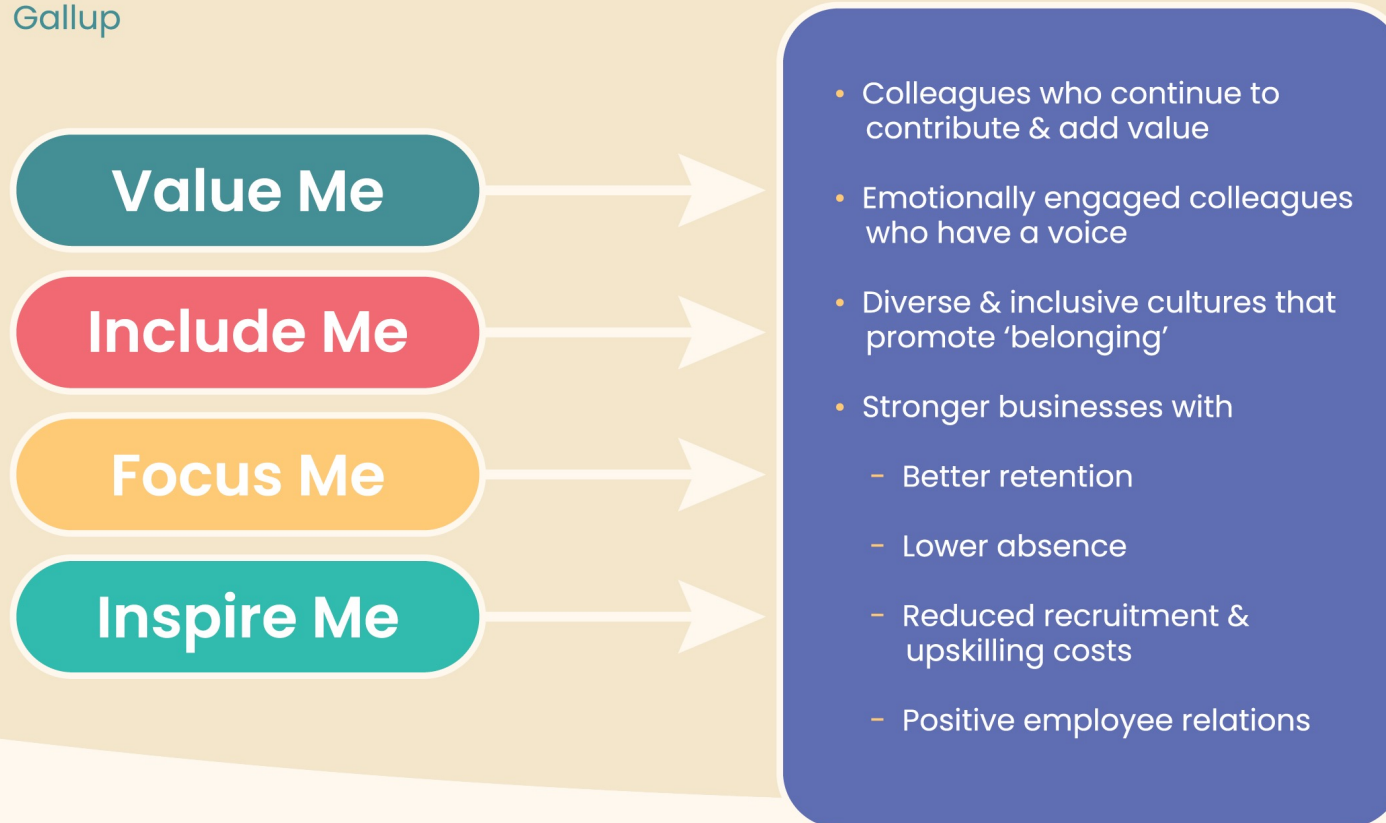


Employee Engagement



The way your company treats employees and how employees treat one another can positively affect their actions – or can place your organization at risk.

Gallup



“

I have been a people leader for a long time. About 15–20 years ago one of my team approached me and told me she needed a hysterectomy. She had time off for the operation and recovery and then returned. On her return, she informed me that she'd gone into menopause as a result of the operation. I was about thirty at the time and she was in her early forties. I tried to be supportive but I didn't know what to do practically. I knew about hot flushes but not a great deal else. She developed heightened anxiety and I felt totally unprepared as a people manager. If I'm honest, it wasn't on my radar. There was so much I didn't know. I felt useless.

”

Our Role



Build menopause awareness
& empathy in our leaders.

Only **16% of employers** currently provide training for line managers on menopause. The reasons for not training include:

44% They had not thought about it;

15 % They didn't consider it a priority;

7% Sensitivities and embarrassment were holding them back.



Help leaders to understand their
role & get comfortable with it.

“ This training has made me question situations much more and to be totally open minded about what somebody is going through. I don't make assumptions about colleagues and what is going on for them. I will not just listen to hearsay but take the time to have the important conversations with colleagues that allow them to share if they wish to do so. I am definitely prepared to challenge people who are uninformed, insensitive, or inappropriate about the menopause. ”



Cultivate a “menopause
friendly” culture.

1 Create an environment where menopause can be talked about easily



2 Offer awareness & guidance for leaders and colleagues

3 Provide menopause resources

