

# Menopause in the Workplace

## Did you know?

38% of the UK workforce is over 50 years old

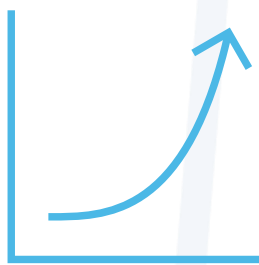
## A recent survey

showed 900,000 women have left their job as a result of menopausal symptoms

## Research shows

1 in 100 women experience menopause before the age of 40

October marks **Menopause Awareness Month**. 3.5 million working women in the UK are likely to experience, or close to experiencing, symptoms of the menopause. These symptoms affect all women differently and it is important that employers are aware of their responsibilities and have effective support mechanisms in place.

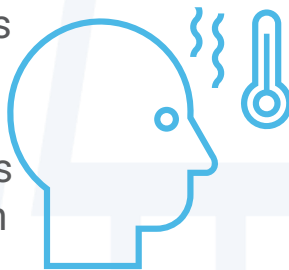


## Increased Absence

symptoms can often be overwhelming and debilitating. Without workplace adjustments, some women may not feel comfortable attending work

## Possible Symptoms:

- Hot flashes
- Insomnia
- Fatigue
- Joint aches
- Depression
- Anxiety
- Panic attacks
- Memory 'fog'



## Open Dialogue

We believe effective communication is one of the most effective strategies to support your employees. Managers should welcome discussions with women who may be experiencing symptoms. Open-door policy is the best policy

Our knowledgeable team at **PS Human Resources** are available to support you to support your employees.

Talk to one of our consultants to find out more about our Menopause in the Workplace document suite, including Menopause Policy, Manager's Guidance and Checklist.



[hello@pshumanresources.co.uk](mailto:hello@pshumanresources.co.uk)



01473 653 000