

Understanding Menopause

A Workplace Support Guide

What is Menopause?

Menopause marks the end of menstrual periods, when ovaries stop releasing eggs and hormone levels decline.

Medically defined as 12 months after the last period (average age: 51–52 years). Symptoms can begin years earlier (perimenopause) and sometimes continue after (post-menopause).

The Stages of Menopause

- **Perimenopause:** Often starts in late 30s or 40s with fluctuation in hormones.
- **Menopause:** The single day marking 12 months after the last period.
- **Post-menopause:** Years following menopause; symptoms may ease but can continue for some women.
- **Surgical/Medical Menopause:** Triggered by treatments such as hysterectomy, chemotherapy, or radiotherapy.
- **Premature Menopause:** Occurs before age 40 (20s or even teen years) due to premature ovaries, expert medical support is vital.

Key Hormones & Their Role

- **Oestrogen:** Helps maintain body temperature, supports brain, bone, heart, skin, and vaginal health; fluctuations can cause hot flushes, night sweats, mood swings, brain fog, joint pain, metabolic syndrome and more.
- **Progesterone:** Regulates periods, calms the nervous system, supports sleep; declining levels may increase anxiety, irritability and sleep-related symptoms.
- **Testosterone:** Supports libido, muscle/bone strength, energy, and confidence; declines naturally with age, faster in surgical menopause.

Common Symptoms

- Hot flushes & night sweats
- Sleep disturbance & fatigue
- Anxiety, low mood, irritability
- Memory lapses or “brain fog”
- Joint & muscle pain
- Vaginal dryness, discomfort, low libido
- Urinary symptoms (urgency, frequency, infections)
- Gut and digestive health issues, increased allergies, low immunity



Understanding Menopause

Why Support Matters?

Menopause Support

Menopause can impact focus, energy, confidence, and overall wellbeing. Work colleagues can play a key role in creating a supportive work environment.

Improved productivity

Menopause can bring psychological and physical symptoms that affect productivity and performance. Simple workplace adjustments and compassionate professional support can boost the confidence making a big difference to productivity.

Reduced Absenteeism

Around 47% of people have taken time off due to menopause symptoms, and just 9% disclose the true reason to their manager. Supportive policies and physical workplace adjustments can ease symptoms and reduce time away from work.

Increased Employee Retention

Many people experiencing menopause are at the highest level of their careers, but 1 in 4 consider leaving due to unmanageable symptoms, 1 in 10 leave due to lack of support. It costs, on average, £30k to replace each employee. A supportive workplace helps retain valuable expertise.

Enhanced Employee Engagement

Women aged 50-64 are the fastest-growing workplace demographic in the UK. When employees feel supported, they are more likely to choose to work with you. Workplace wellness can also be taken to family home. Around 52% of employees consider wellbeing programmes essential at workplace.

Key Takeaway

Menopause is a natural stage of life with wide-ranging impact. It can have an affect on work, relationships, emotional wellbeing, and physical health. With awareness and compassionate workplace support, women can navigate this transition with clarity, confidence, financial independence and improved wellbeing.

Menopause is not just a women's issue. If you know or work with a woman, this knowledge matters to you too.

For workplace menopause support

 **Email: holistichnutrition@gmail.com**

 **Phone: +447377595149**

Confidential | Professional | Evidence-based Support