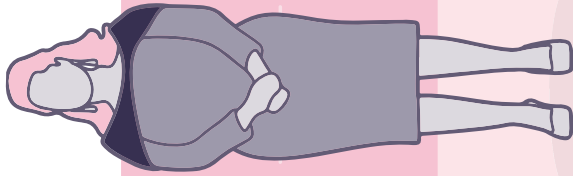
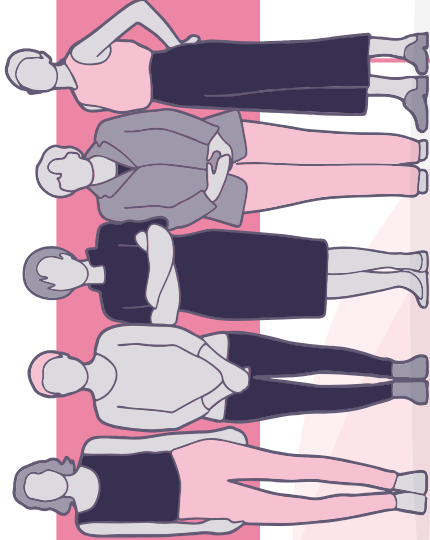




MENOPAUSE & YOUR WORK 2021 SURVEY RESULTS



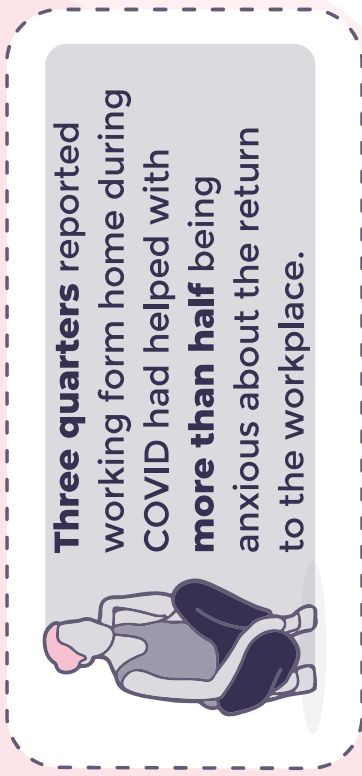
62% said menopause had a moderate impact on their work.
18% saying it had an extreme impact on their work.



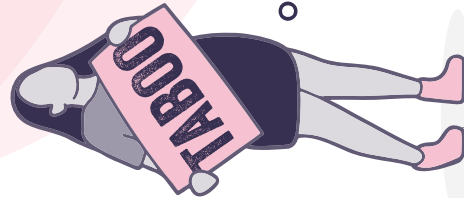
70% Would not discuss with their manager
49% The key reason was **lack of understanding**
34% had taken time off due to menopause symptoms but **86%** were not comfortable telling their employer why
31% Said that it was too sensitive a subject



96% would like menopause training & resources in their workplace
78% said they would like to see in-house manager training
49% would like an in house support group with work colleagues



Three quarters reported working from home during COVID had helped with **more than half** being anxious about the return to the workplace.

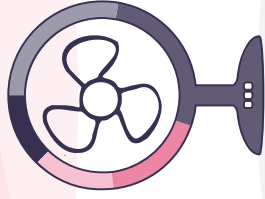


ALMOST 4/5THS of respondents feel it is still a taboo in the workplace.



MORE THAN TWO THIRDS of respondents have never utilised their EAP programme.

IN TERMS OF PRACTICAL CHANGES



69% would welcome a rest room or quiet space
49% would like the ability to work from home
48% access to a fan
31% wider food choices in the canteen
25% shower facilities
22% access to uniforms with non synthetic material



MENOPAUSE & YOUR WORK 2021 SURVEY RESULTS

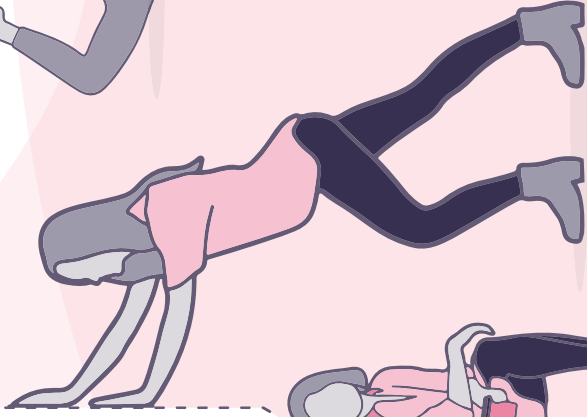
TOP 5 SYMPTOMS WOMEN SAY IMPACT THEIR WORK:

- Brain Fog **77%**
- Anxiety **65%**
- Loss of confidence **60%**
- Insomnia **47%**
- Aches and pains **46%**



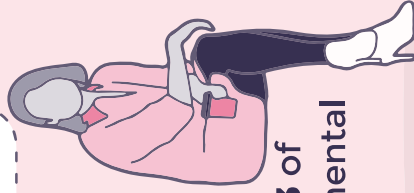
MAIN SUPPORTS BEING UTILISED

- Supplements: **64%**
- Exercise **47%**
- Mindfulness/Meditation **42%**
- HRT: **41%**
- Other therapies **22%**
- Talk therapies **17%**
- Anti depressant **14%**



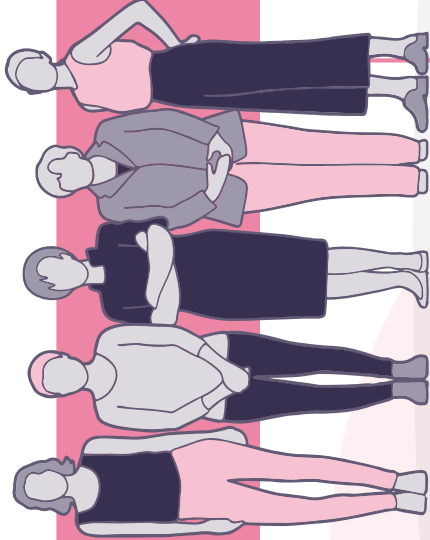
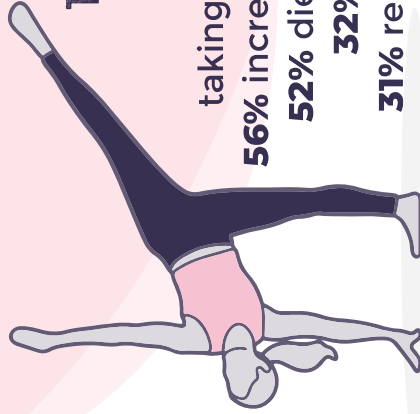
95% SAID THEIR HAD NO MENOPAUSE GUIDANCE OR POLICY,

while only about **1/3** of workplaces had a mental health policy.

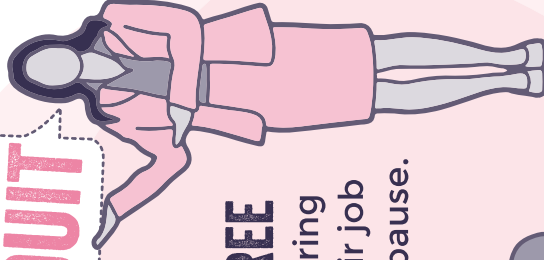


TOP 5 LIFESTYLE CHANGES MADE

- 71%** started taking supplements
- 56%** increased exercise
- 52%** dietary changes
- 32%** sleep habits
- 31%** reduced caffeine

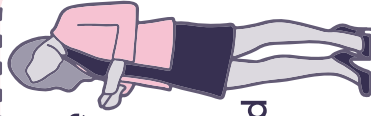


I QUIT

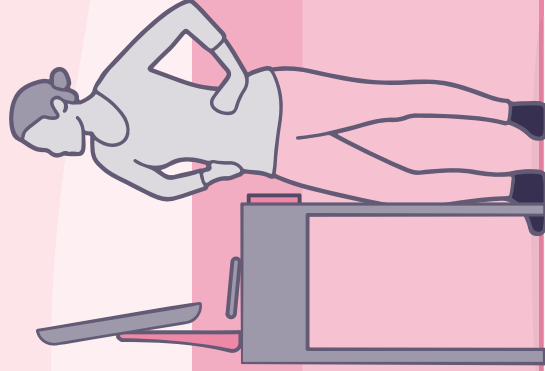


ALMOST ONE IN THREE

were considering giving up their job due to menopause.



With over **200** comments made the overriding emphasis was on education, awareness and support being needed in the workplace and across society.



ADDITIONAL THINGS WOMEN WOULD LIKE TO SEE IN WORK:

- Stand-up desks
- Ability to ask for more breaks
- Control of temperature
- Cold water available
- Caught out kits