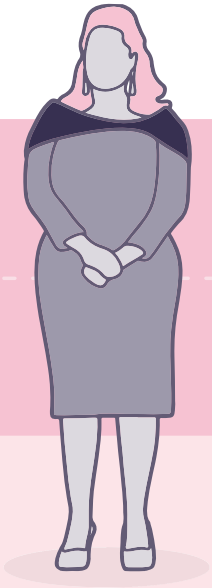
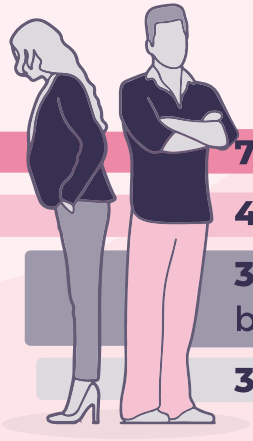
Wellness WARRIOR

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**

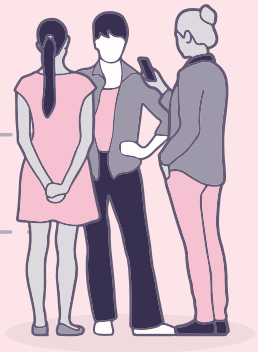
34% had taken time off due to menopause symptoms but **86%** were not comfortable telling their employer why

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

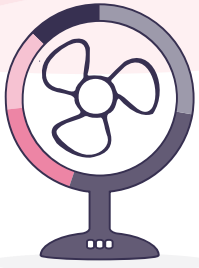


Three quarters reported working form home during COVID had helped with **more than half** being anxious about the return to the workplace.

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

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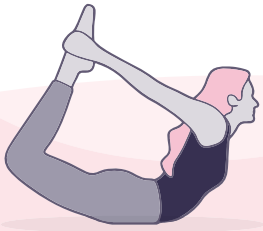
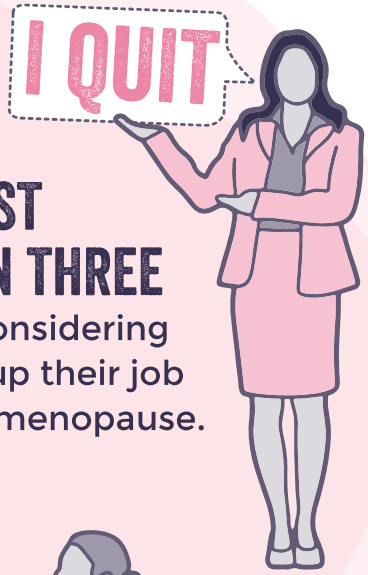
TOP 5 SYMPTOMS WOMEN SAY IMPACT THEIR WORK:

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



MAIN SUPPORTS BEING UTILISED

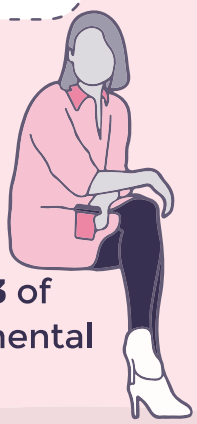
Supplements: **64%**
Exercise **47%**
Mindfulness/Meditation **42%**
HRT: **41%**
Other therapies **22%**
Talk therapies **17%**
Anti depressant **14%**



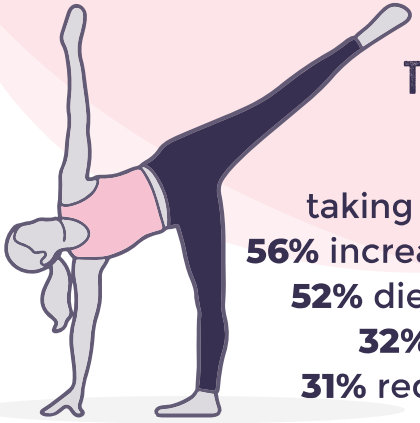
ALMOST ONE IN THREE

were considering giving up their job due to menopause.

95% SAID THEIR WORKPLACE HAD NO MENOPAUSE GUIDANCE OR POLICY, while only about **1/3** of workplaces had a mental health policy.



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



TOP 5 LIFESTYLE CHANGES MADE

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

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

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