

Menopause Stigma in the Workplace

What is Menopause?

Menopause signifies the conclusion of a woman's reproductive phase. It is clinically defined as the absence of menstruation for twelve consecutive months.

Symptoms¹

- Hot flashes
- Trouble sleeping
- Change in period
- Loss of bladder control
- Change in vaginal health
- Symptoms of depression and anxiety
- Physical changes like weight gain, thinner skin, hair loss, etc.



Treatment^{1,2}

- Hormone replacement therapy
- Non-hormonal medicine therapy (NK3 Receptor Antagonists and SSRIs)
- Cognitive behavioral therapy (CBT)
- Community support
- Lifestyle activities like exercise and meditation

Menopause & Depression³

Menopause is shown to affect mental health. **The incidence of depressive symptoms doubles during the menopausal cycle.** For menopausal women, the likelihood of developing depressive symptoms is based on several risk factors.⁴

Risk Factors⁵

- Vasomotor symptoms
- History of depression
- Neuroticism
- Stressful life events
- Low financial or educational status
- Negative perception of aging
- Lack of community support

Menopause in the Workplace



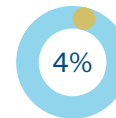
Only 1/3 of women feel comfortable openly discussing menopause in the workplace⁶



Only 7% of medical residents felt adequately trained on menopause⁷



>1/2 of women say they find menopause symptoms challenging⁸



Only 4% of employers planned to offer menopause benefits in 2023⁹

Research shows that listening to menopause experiences on podcasts empowers women to discuss their own experiences with friends, family, and medical professionals.¹⁰

Addressing menopausal symptoms directly may lead to an increase in perceived leadership qualities.¹¹

Discussing taboo topics, such as menopause, in the workplace can reduce stigma and create a more open, supportive environment for women to share their experiences.