

Menopause in the workplace

Ipsos MORI

Conducted in support of World Menopause Day
18 October 2020

Technical note

Ipsos MORI interviewed a sample of 846 working women and 250 working men aged 40-65 in the UK.

Interviews were conducted via Ipsos MORI's online panel between 1st-5th October 2020. Data is weighted to the known offline population for age, social grade, government office region and employment status for the working population aged 40-65 within gender. All polls are subject to a wide range of potential sources of error.

Note that the term 'women' is used in this report for brevity, but the sample of 'women' is based on all those who have ever menstruated, which includes people who identify in another way than female.

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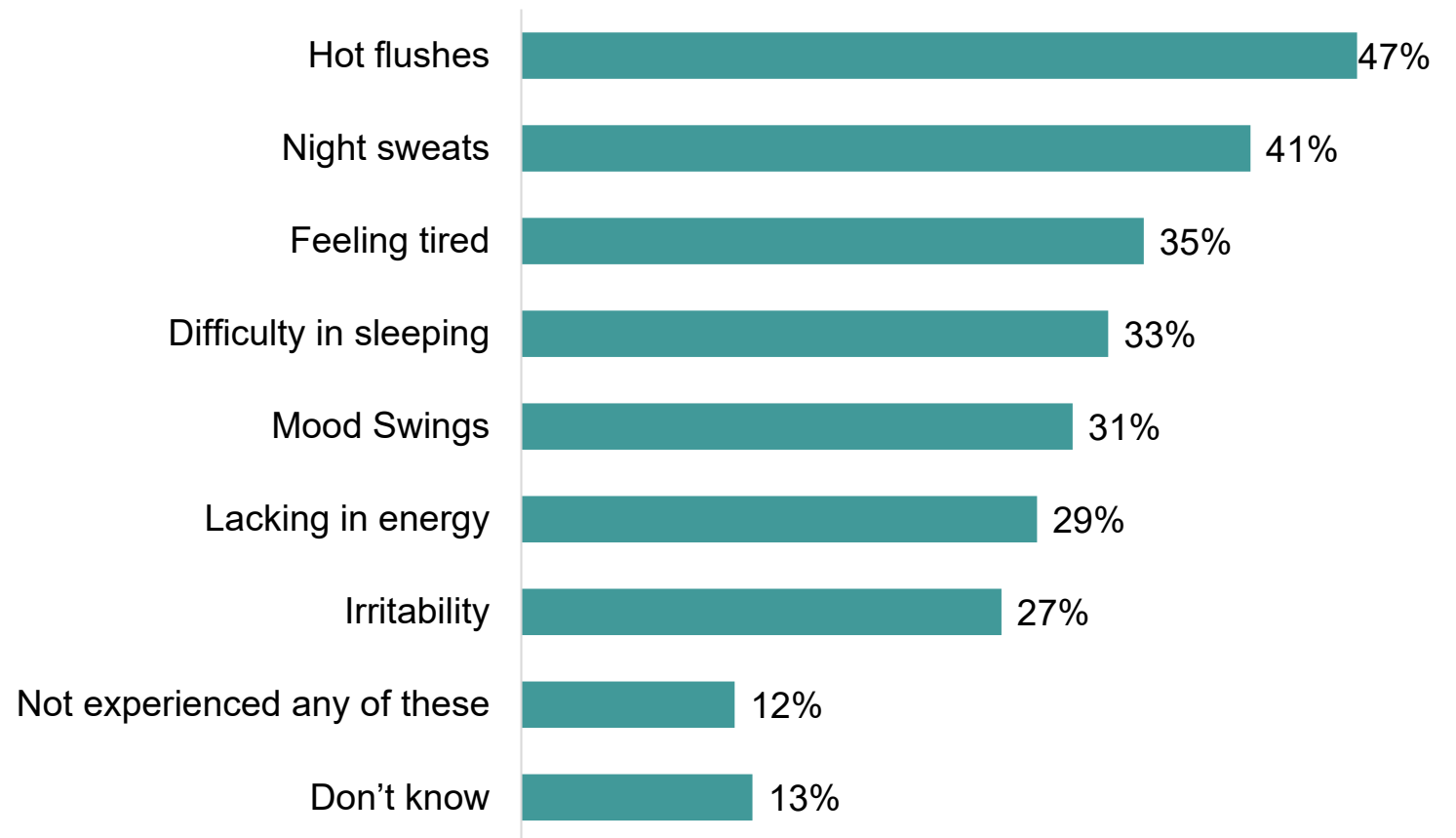


Over half of working women aged 40-65 have experienced three or more symptoms that they know, or believe, are related to the menopause

57% of women have experienced three or more menopause symptoms.

Just 12% said they had not experienced any menopause-related symptoms, although a further 13% were unsure.

The most common menopause-related symptoms women reported experiencing were hot flushes (47%), night sweats (41%), feeling tired (35%) and difficulty sleeping (33%).

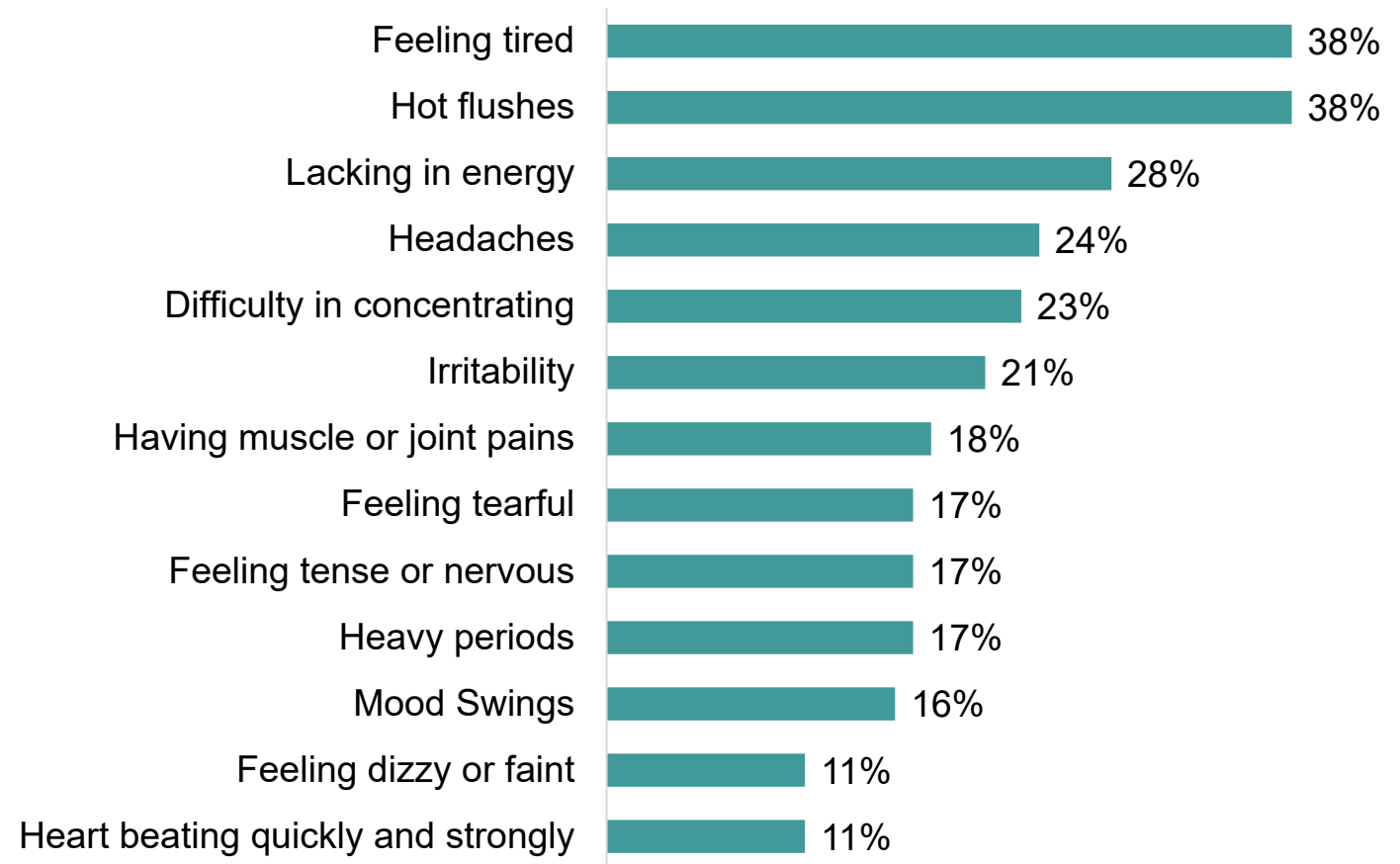


Q1A. The following can all be symptoms of the menopause. Which, if any, of these symptoms have you personally experienced, and think or know were related to the menopause? Base: All working women aged 40-65 who have/have had a period N=812

Nearly half of working women aged 40-65 have experienced 3 or more menopause symptoms while they are working

47% of working women are experiencing three or more menopause symptoms while they are working.

This includes feeling tired (38%), hot flushes (38%), headaches (24%), difficulty concentrating (23%), feeling tearful (17%), heavy periods (17%), and feeling dizzy or faint (11%).



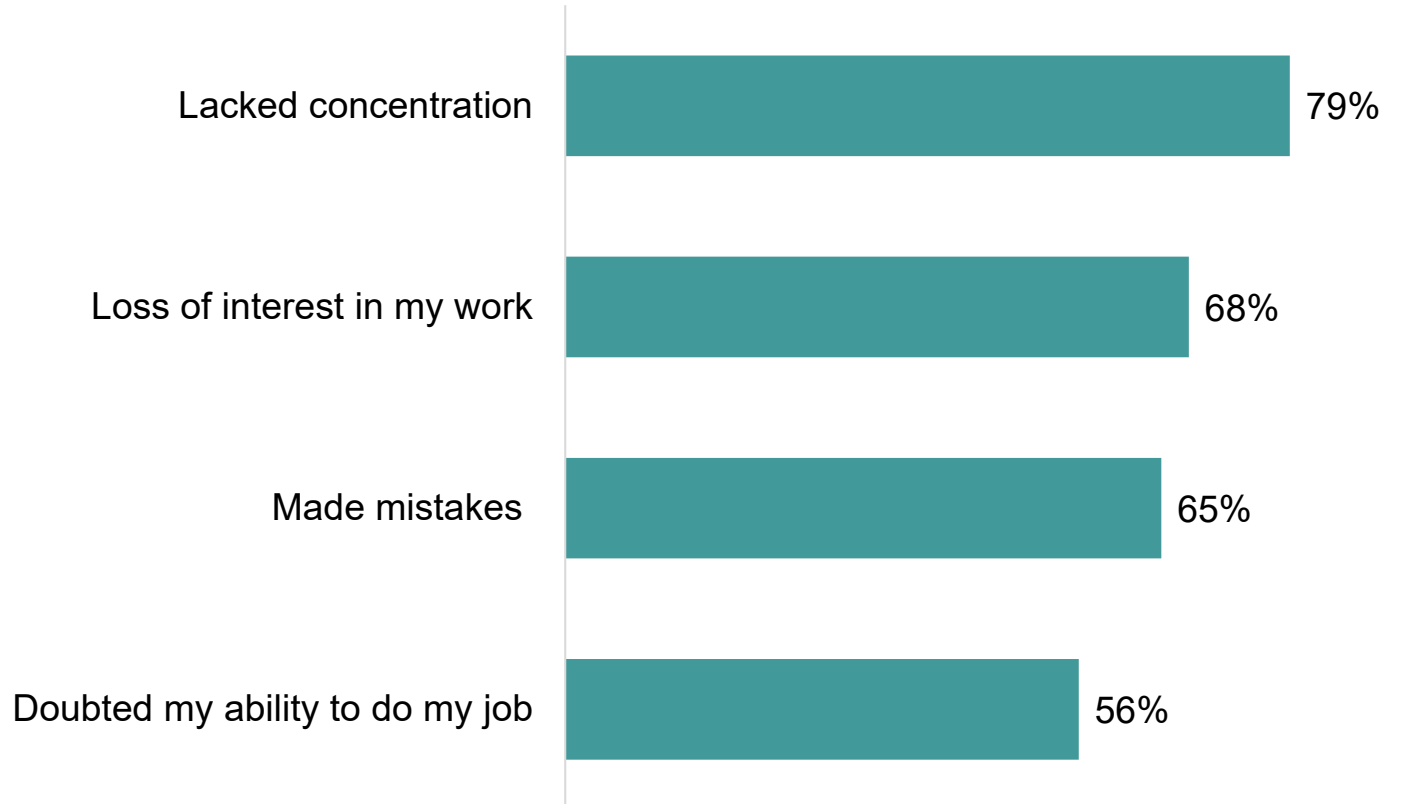
Q1B. Which, if any, of these menopausal symptoms have you experienced whilst working? Base: All working women aged 40-65 who have/have had a period. N=812

Two thirds of women who have experienced three or more menopause symptoms have lost interest in their work

More than two thirds of women experiencing three or more menopause symptoms have lost interest in their work or made mistakes since reaching 40 years of age.

Over half of these women have at some point doubted their ability to do their job.

I have regularly or occasionally...

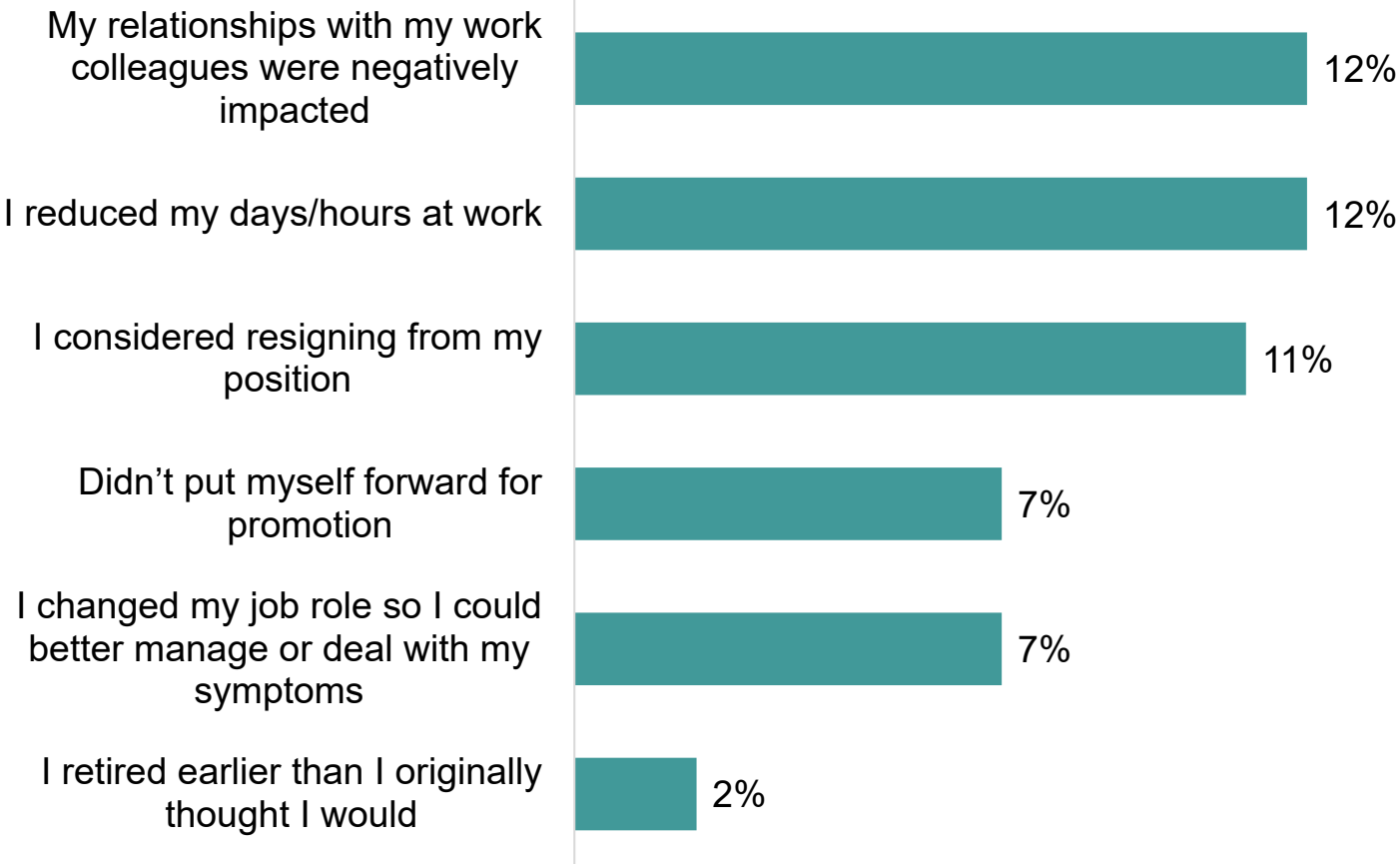


Q3. Since you were 40 years of age, how often, if at all, have you personally experienced any of the following, whilst working? Base: All working women aged 40-65 who have had 3 or more menopause symptoms. N=466

Half of all women experiencing three or more symptoms have experienced at least one other detrimental impact on their working lives

More than 1 in 10 have experienced a negative impact on working relationships with colleagues and have reduced their days/hours at work.

Experiencing these symptoms can also impact careers - 7% had not put themselves forward for promotion and 7% changed job to better manage or deal with symptoms.



Q4. Earlier you mentioned you had or thought you had experienced symptoms related to the menopause. Which, if any, of the following did you do AS A DIRECT RESULT of experiencing or having to live with these menopause symptoms? Base: All working women aged 40-65 who have had 3 or more menopause symptoms. N=466

Employers have a long way to go to better support women around the menopause

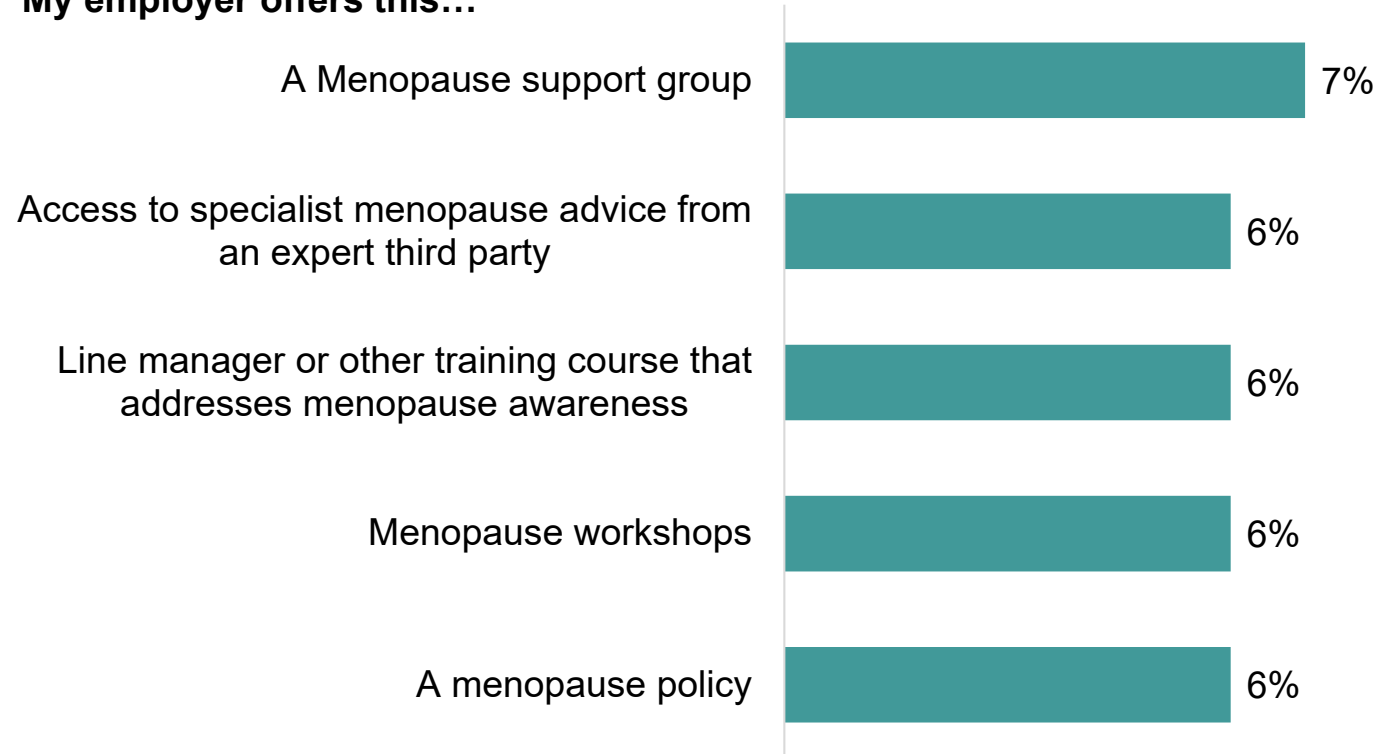


Only around 1 in 20 women aged 40-65 who are currently in employment are aware of their employer offering proactive policies or support to women around the menopause

Over half say their employer does not offer any of this support, a further one in five do not know.

Just 7% said their employer offered a support group. 6% said their employer offered a menopause policy, 6% said their employer offered specialist menopause advice from an expert third party, and 6% said their employer provided line manager or other training around menopause awareness.

My employer offers this...



Q5. Which, if any, of the following does your employer offer? Base: All full or part time employed women aged 40-65 who have had period N=685

There is a clear appetite for employers to up their game on menopause support

60% who had experienced three or more menopause symptoms wanted their employer to do more to support people in dealing with symptoms.

55% said they would feel more positive about an employer who had a menopause awareness programme.

43% wanted their employer to offer more flexibility around working hours to help them manage their symptoms.

I would like my employer to do more to support people dealing with symptoms due to the menopause



I would feel more positive about an employer who had a menopause awareness programme



I would like my employer to offer more flexibility around my working hours, to help me manage my symptoms



■ Agree ■ Neither agree nor disagree ■ Disagree ■ Don't know

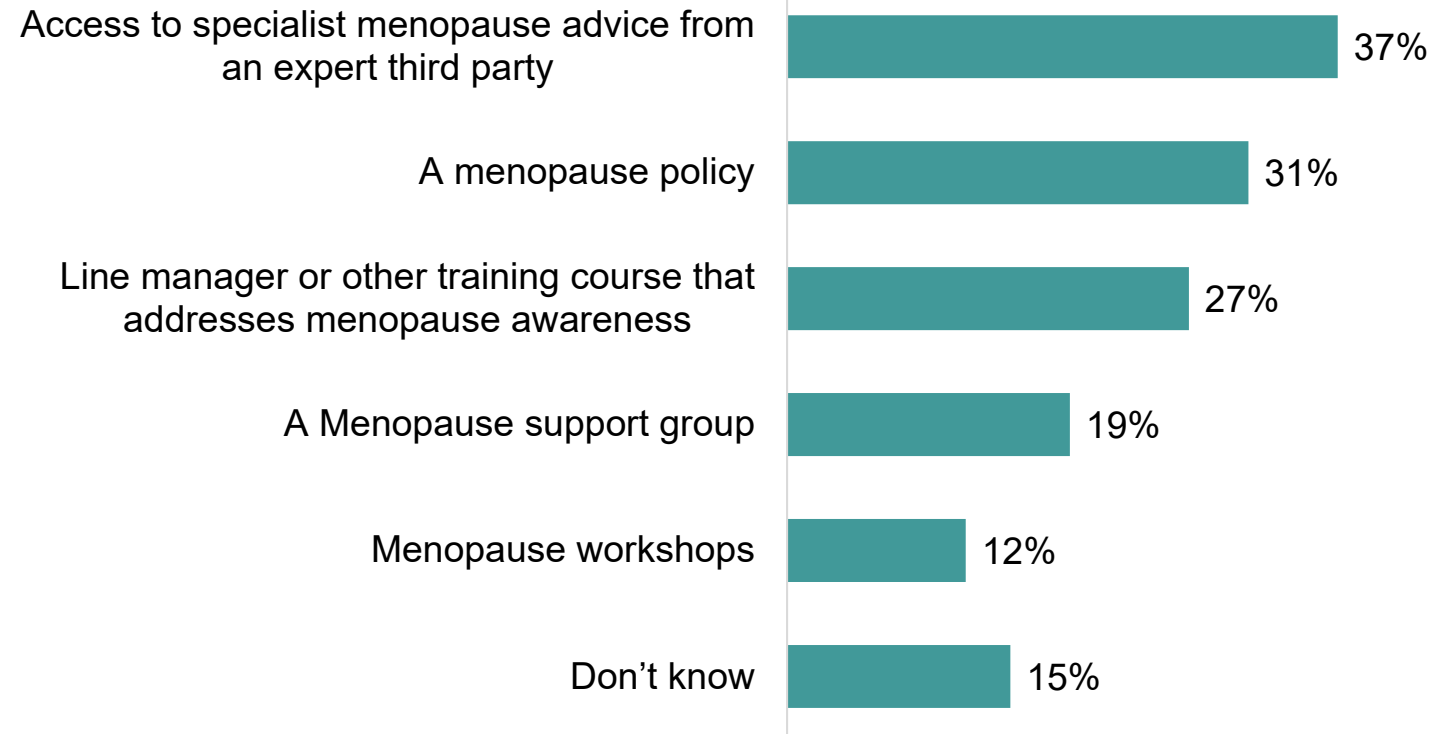
Q11. To what extent do you agree or disagree with each of the following statements? Base: All working women aged 40-65 who have experienced three or more menopause symptoms, N=466

Among women whose employer did NOT offer any menopause support, six in ten wanted them to start doing something

37% said they would like them to offer access to specialist third party menopause advice, and 31% wanted them to put a menopause policy in place.

15% were not sure what they would like their employer to offer, presenting an opportunity for employer's to take the lead.

I would like my employer to offer...



Q6. And which, if any, of the following would you like your employer to offer? Base: All full or part time employed women aged 40-65 who have experienced three or more menopause symptoms and whose employer who doesn't offer menopause support, N=316

Both women and men need to be better equipped to support their colleagues around the menopause

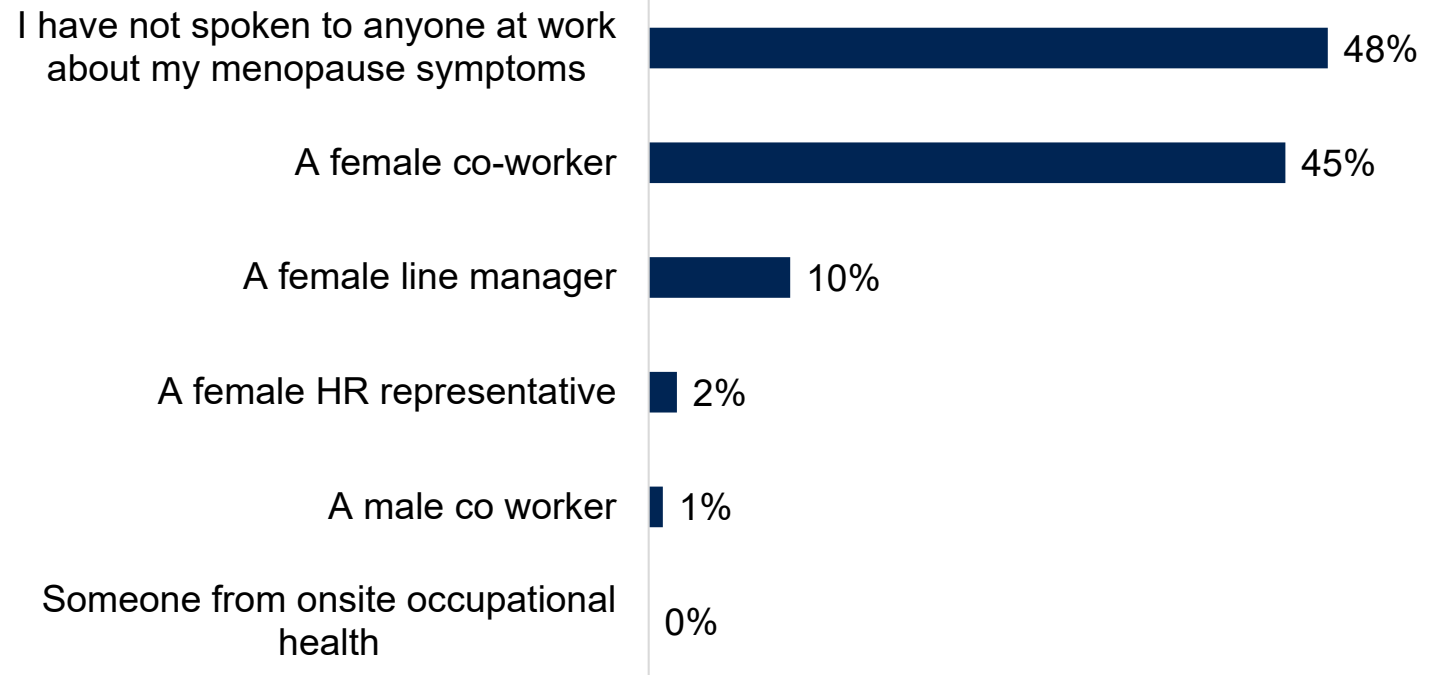


Nearly half of women experiencing the menopause have not spoken to anyone at work about their symptoms

Nearly half of women experiencing three or more menopause symptoms have never spoken to anyone at work.

A female co-worker is the most likely person to go to discuss menopause symptoms.

I have spoken too...

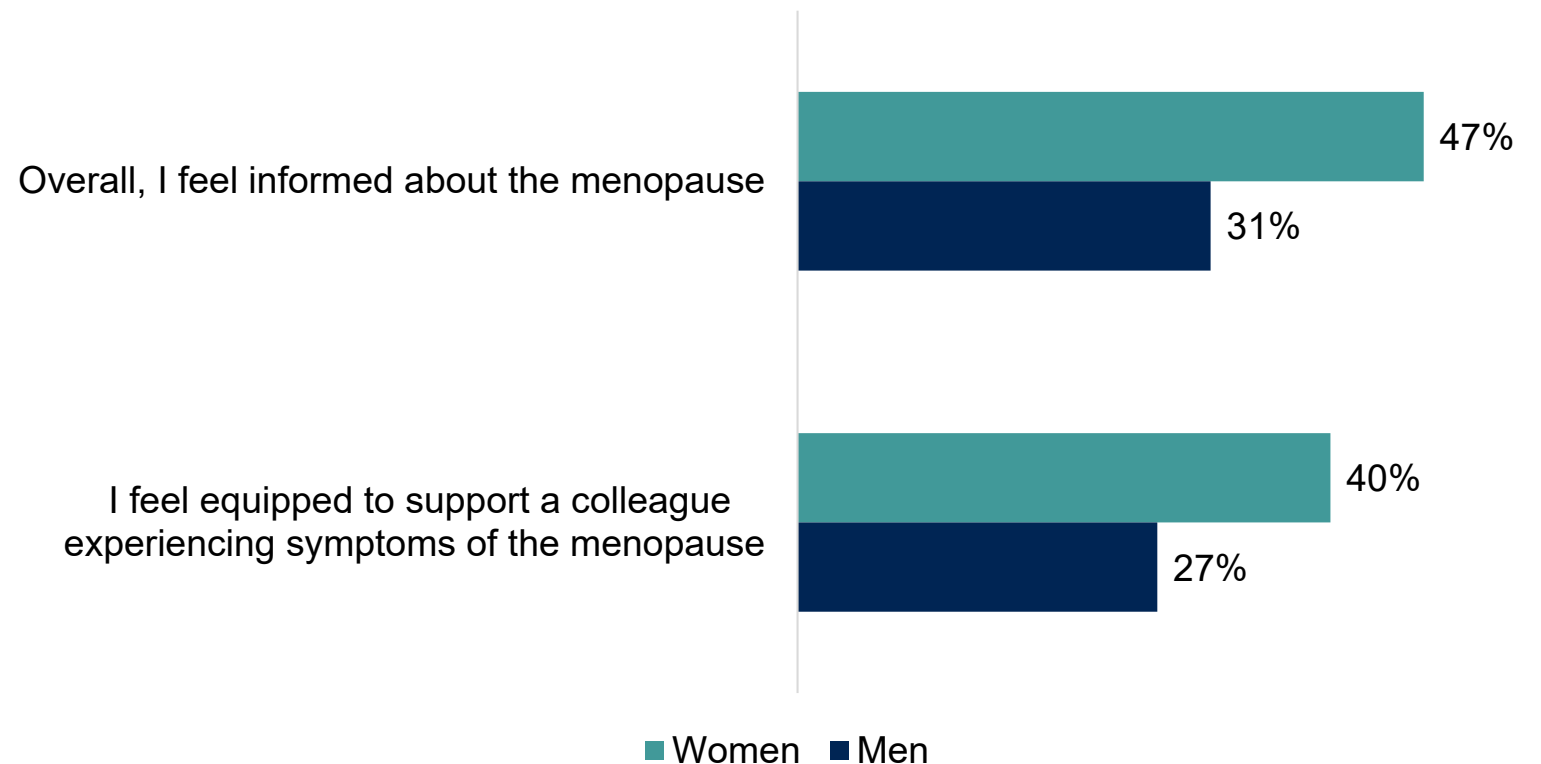


■ Your specific menopause symptoms

Q9. Which, if any, of the following people have you spoken to, at work, about your menopause symptoms? Base: All full or part time employed women aged 40-65 who have experienced three or more menopause symptoms. N=398

Just under half of working women aged 40-65 and one in three working men feel informed about the menopause

Just 40% of women and 27% of men aged 40-65 said they feel equipped to support a colleague experiencing menopause symptoms.

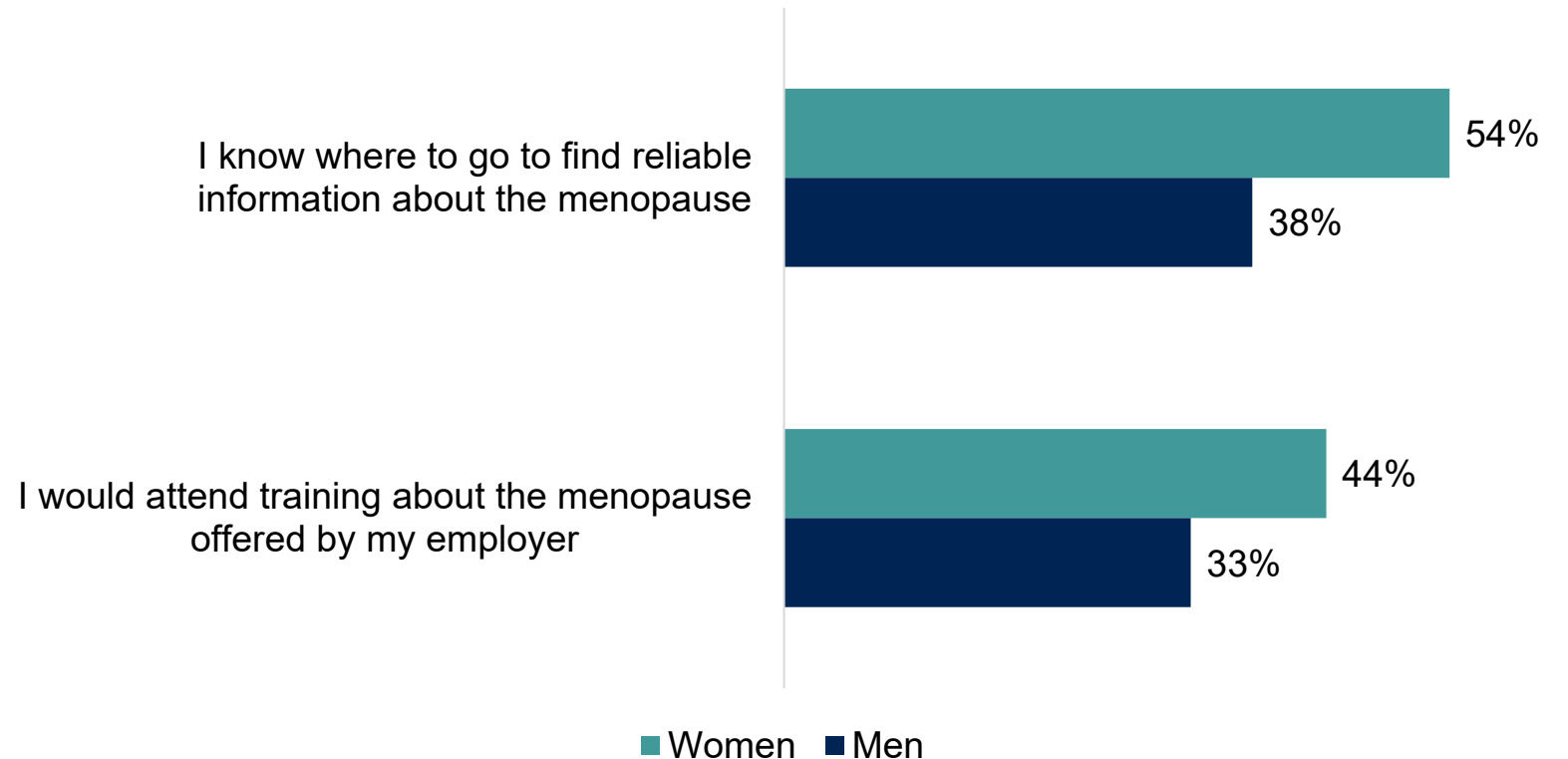


Q12. To what extent do you agree or disagree with each of the following statements? All working adults aged 40-65. N=1100

Despite low awareness of knowing where to go to find reliable information, fewer than half would take up training on this issue

Just over half of women and over one third of men know where to go to find reliable information about the menopause.

Just one in three men and two in five of women agreed that they would attend training about the menopause, if offered by their employer.



Q12. To what extent do you agree or disagree with each of the following statements? All working adults aged 40-65. N=1100

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October 2020

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