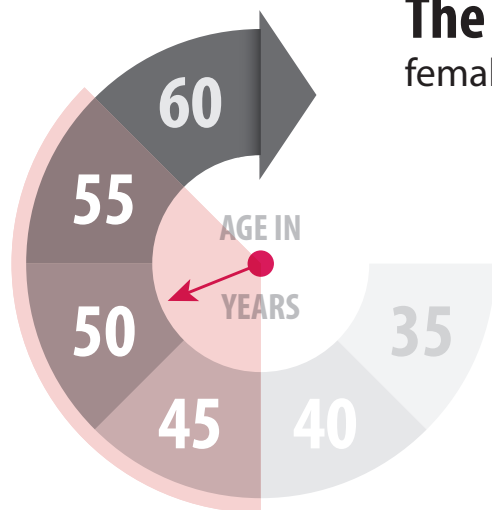


Health and Work **Menopause Focus**



The menopause is a natural part of female ageing when menstruation stops

It usually occurs between

45 and 55 years of age, although it can occur anytime up to mid-60s. Symptoms which might affect work include tiredness, poor concentration and memory, and low confidence

Symptoms of the menopause usually last
between 4 and 8 years



Evidence indicates that approximately
20-25% of women will have hot flushes which adversely affect their perceived quality of personal and working lives

The average age for women to reach menopause in the UK is
51 years



Around
75-80% of women of menopausal age are in work



By 2020 it is estimated that

1 in 3 British workers will be over the age of 50



Consequently, at any one time a significant proportion of older female workers will experience symptoms which might feasibly
impact on working life



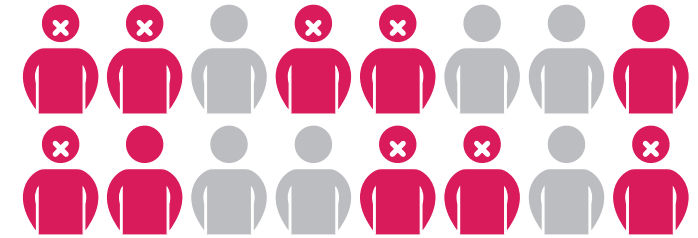
Health and Work **Menopause Focus**

Menopausal symptoms can pose major and embarrassing problems for **some women**, leaving them



**feeling less confident
and at odds with their
desired professional image**

The majority of women are **unwilling to disclose** menopause-related health problems to line managers, most of whom were men or younger than them



It has been noted that **in the workplace**, the management of gender-specific health issues other than pregnancy are **rarely discussed**



In addition to managing potential menopausal symptoms, **a quarter of women aged 50 to 64 have informal caring responsibilities** for a sick, disabled or elderly person

People in late middle-age are often caught between generations of **family members requiring care:** parents and in-laws, spouses or partners, children or grandchildren

