

Menopause and Its Effect on Work

Katharine Gale &
Debby Holloway



Women Health Forum - Congress 2022

**"I thought I
was going
mad"**





ABOUT ME

**Daughter, Sister, Wife & Mother
Perimenopausal and on HRT**

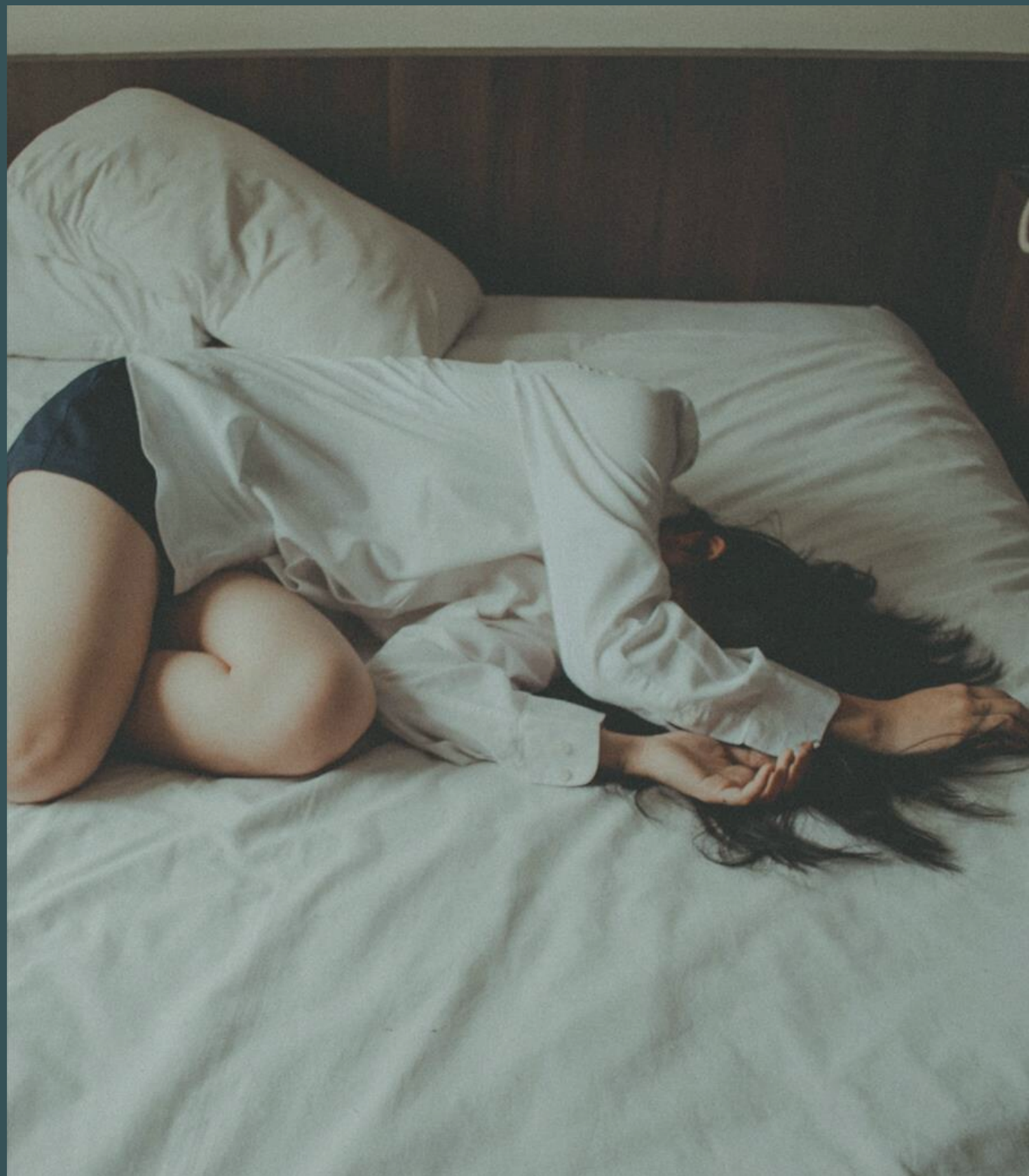
**Consultant Nurse and
Chair of the Royal College of
Nursing Women's Health Forum**

Certified Coach & Trainer

Menopause
is silently affecting
millions of
working women

We've always said that 80%
of women
will experience menopausal
symptoms





**1 IN 4
WOMEN'S
SYMPTOMS
SERIOUSLY
AFFECTS THEIR
QUALITY OF
LIFE**

The Latest Research suggests:

Studies suggest over half women had difficulties at work with menopause

5% considerable difficulties

Estimated 10% stop work related to menopause symptoms

40% reporting menopause negatively impact on ability to do job

Have to work harder to overcome issues

Hot flushes are a source of embarrassment and distress at work

Impact on Women at Work

Less engaged

Less likely to go for promotion

Less satisfied

More intention to quit

Lower commitment to employers

Lower attendance and performance

Can be misdiagnosed with mental health issues

Helpful to women

Awareness of Managers

Flexible working / Reasonable adjustments

Information and advice on menopause

Ventilation / temperature control

Informal support network / peer support

This will change depending on workplace and role and job

Unhelpful to Women

Patronized

Viewed as incompetent

Viewed as being less good at jobs

No flippancy, joke, laughter

Not using non-specific works- ladies' problems,

But not turned into a big issues - balance

Not negative

Actions For Organisations



Supportive policy & guideline



Training



Raising awareness and education



Policies that included menopause and allowed for appointments in relation to this



Working policies such as short-term arrangements for flexi-time



Positive culture around menopause and women's health



May need alternative line manager arrangements as some women prefer to talk to women

What is the menopause?

"Menopause is when a woman stops having periods as she reaches the end of her natural reproductive life"

**National Institute for Health & Care Excellence ,
2015**





OESTROGEN

PROGESTERONE

TESTOSTERONE

Our Hormones

The menopause is a natural part of ageing that usually occurs between 45 and 55 years of age



TERMINOLOGY



PREMATURE OVARIAN INSUFFICIENCY

The menopause in women under 40, it occurs early for genetic, auto-immune



PERIMENOPAUSE

It's a gradual process when periods become irregular and hormones fluctuate causing a variety of symptoms



POST MENOPAUSE

A Woman is post menopausal when she's not had a period for 12 months

TERMINOLOGY



SURGICAL

Surgery involving removal of both ovaries with or without the removal of your womb will permanently induce a menopause.



INDUCED

Hormones by injection or nasal spray suppress a woman's own hormones and periods stop and causing menopausal symptoms.

Induced or surgical menopause can feel a bit overwhelming if the symptoms are unexpected

**VASOMOTOR
SYMPTOMS**

**LOSS OF
BONE
DENSITY**

**INCREASED
RISK OF
HEART
DISEASE**

**CHANGES TO
THE BRAIN**

**EFFECTS OF
HORMONE
DEFICIENCY**

SYMPTOM AWARENESS

PHYSICAL

- HOT FLUSHES
- NIGHT SWEATS
- IRREGULAR PERIODS
- HEADACHES
- PALPITATIONS
- JOINT PAIN
- DIGESTIVE BLOATING
- FATIGUE
- SLEEP
- WEIGHT GAIN
- OSTEOPOROSIS
- HAIR LOSS

PSYCHOLOGICAL

- ANXIETY
- LOW MOOD
- PANIC ATTACKS
- MOOD SWINGS
- MEMORY ISSUES
- BRAIN FOG
- CONCENTRATION
- IRRITABILITY

INTIMATE

- BREAST SORENESS
- BLADDER ISSUES
- LOW LIBIDO
- VAGINAL DRYNESS

LESS WELL KNOWN SYMPTOMS



BRITTLE NAILS
BODY ODOUR
ALLERGIES
ELECTRIC SHOCKS
BURNING MOUTH
GUM ISSUES
ITCHY SKIN



SLEEP

BRAIN FOG

ANXIETY

Most Difficult Symptoms

**13 MILLION
WOMEN IN THE UK ARE
PERI OR POST
MENOPAUSAL**



**WOMEN SPEND ON
AVERAGE A THIRD OF
THEIR LIFE TIME
POST MENOPAUSAL**