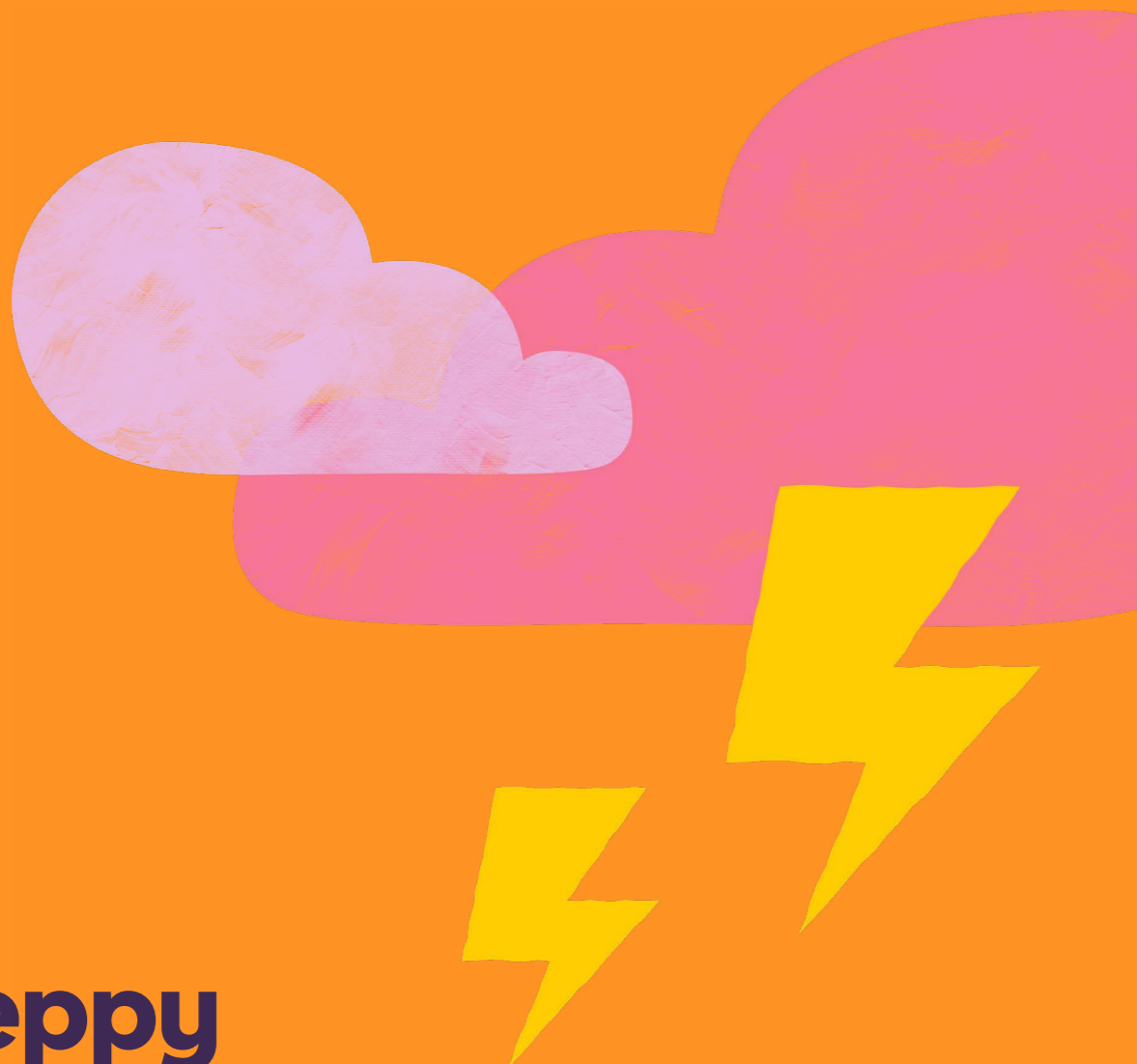


5 ways menopause is impacting your workforce



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What menopause solutions are available?



How is menopause impacting your colleagues?

100%

of women will experience menopause

90%

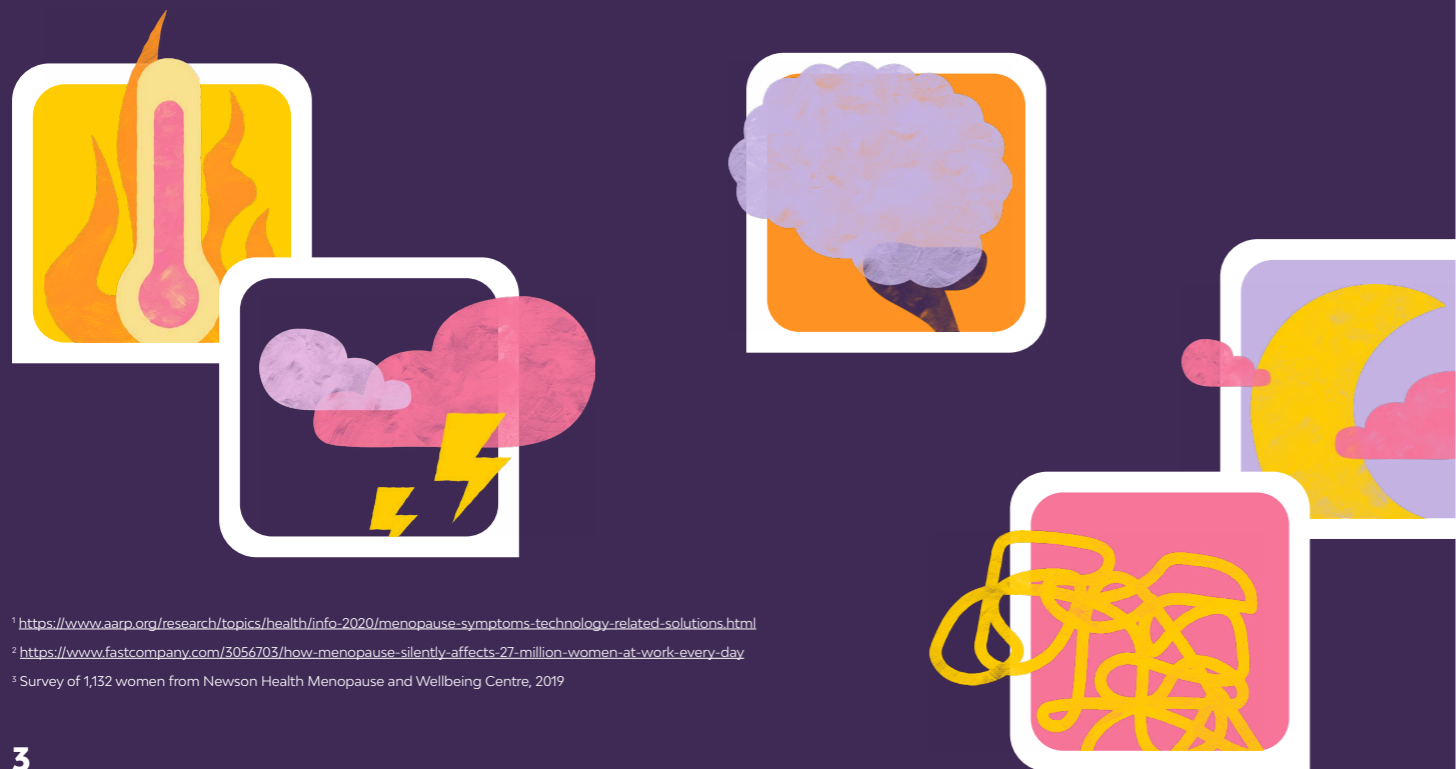
of working or retired women said menopause symptoms interfere (or have interfered) with their work¹

20%

of the US working population is made up of women of menopausal age²

1 in 3

will consider reducing hours, not taking a promotion, or quitting work because of their menopause symptoms³



¹ <https://www.aarp.org/research/topics/health/info-2020/menopause-symptoms-technology-related-solutions.html>

² <https://www.fastcompany.com/3056703/how-menopause-silently-affects-27-million-women-at-work-every-day>

³ Survey of 1,132 women from Newson Health Menopause and Wellbeing Centre, 2019



Every experience of menopause is different. Symptoms may include:



Heart palpitations



Difficulty concentrating



Exhaustion



Hot flashes and night sweats



Mood changes



Brain fog

About the author

Barb Dehn is a leading menopause expert and Vice President of Women's Health at Peppy, where she and her team deliver specialist menopause support to employees via Peppy's digital health app.



Nurse Barb



5 ways menopause is impacting your business

(And how to fix them)

Health and wellbeing

34

different symptoms of menopause have been identified. You should understand them all, including hot flashes, disrupted sleep, difficulty concentrating, and brain fog.¹

Tip: Train supervisors on menopause symptoms so they can identify them and spot the warning signs. Encourage them to have open judgment-free conversations with team members about what they might be experiencing.

Team productivity

90%

feel that their menopausal symptoms have a negative impact on their work.

Tip: Menopause is still a topic many people don't feel comfortable talking about. For a true picture of how your colleagues are feeling, share an anonymous survey.



Employee engagement

70%

feel uncomfortable talking about menopause at work.²

Tip: Appoint a "Menopause Champion" who is happy to share their own experiences, talk to diversity and inclusion groups, and drive new initiatives to support people experiencing menopause.

Preventable attrition

1 in 4

will consider quitting their job because of menopause symptoms, it's been estimated.

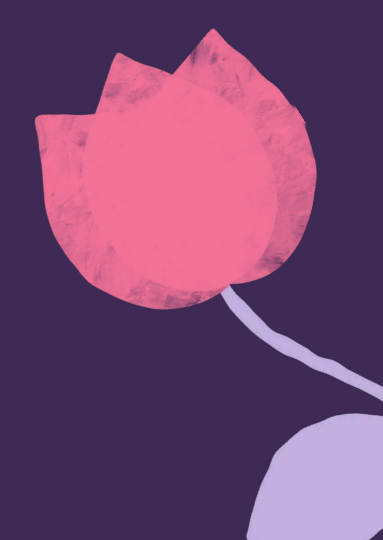
Tip: Give your colleagues free access to specialist menopause support. Ideally, choose an easy-to-access, confidential digital solution, like Peppy.

Employer brand

20%

of the US working population is made up of women of menopausal age.³

Tip: Once you have menopause support in place, shout about it! Position your organization as a gender-diverse, forward-thinking, inclusive employer to attract and retain top female talent.



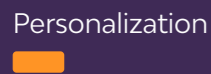
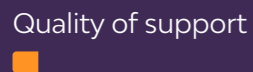
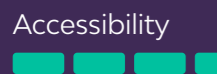
¹ <https://www.medicalnewstoday.com/articles/what-are-the-34-symptoms-of-menopause>
² <https://www.unleash.ai/study-70-feel-uncomfortable-talking-about-menopause-at-work/>
³ <https://www.fastcompany.com/5056703/how-menopause-silently-affects-27-million-women-at-work-every-day>



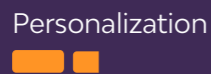
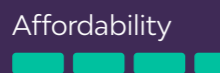
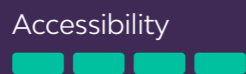
What menopause solutions are available?



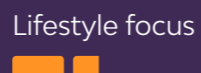
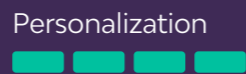
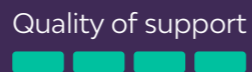
Menopause policy



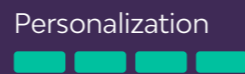
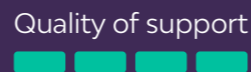
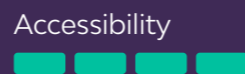
Employee assistance program (EAP)



Medical insurance



Peppy menopause support



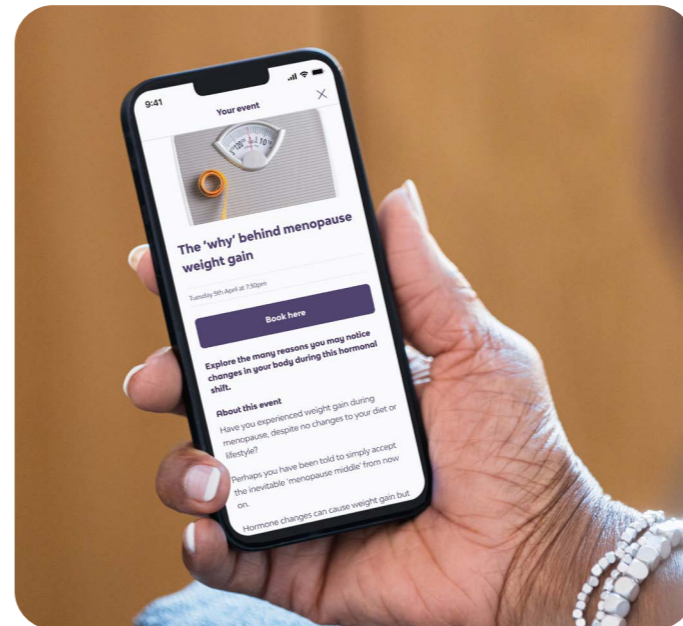
About Peppy

Peppy is a health app that supports underserved areas of healthcare by connecting employees to human experts.

These include menopause and period conditions like PCOS and endometriosis.

Through Peppy, employees can access one-to-one private chat and consultations with experts, plus a wealth of expert-created content including events, articles, videos, and audio toolkits.

With Peppy, over 250 employers are transforming their business by giving their people the information and personalized support they need.



Find out how Peppy can support your people and transform your business

