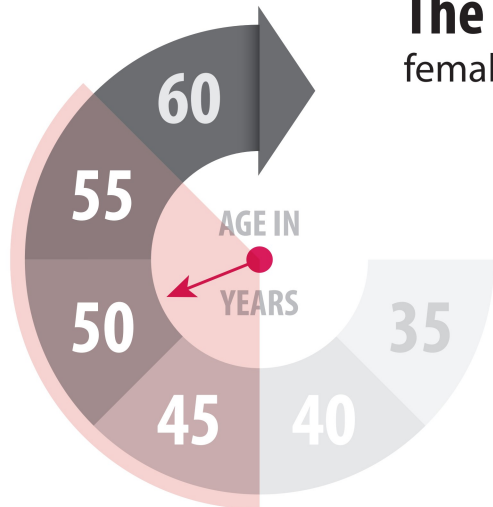


Health and Work **Menopause Focus**



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 flashes 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**

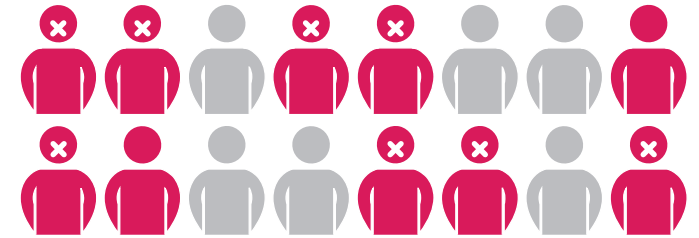


Menopausal symptoms can pose major and embarrassing problems for **some women**, leaving them



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

