

A market-leading
female health
hub for the
millions of women
experiencing
life-impacting
symptoms
of menopause



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What is menopause?

Perimenopause can start up to 10 years prior to periods stopping

Menopause is 1 year after your periods have stopped (if >50) and 2 years if <50

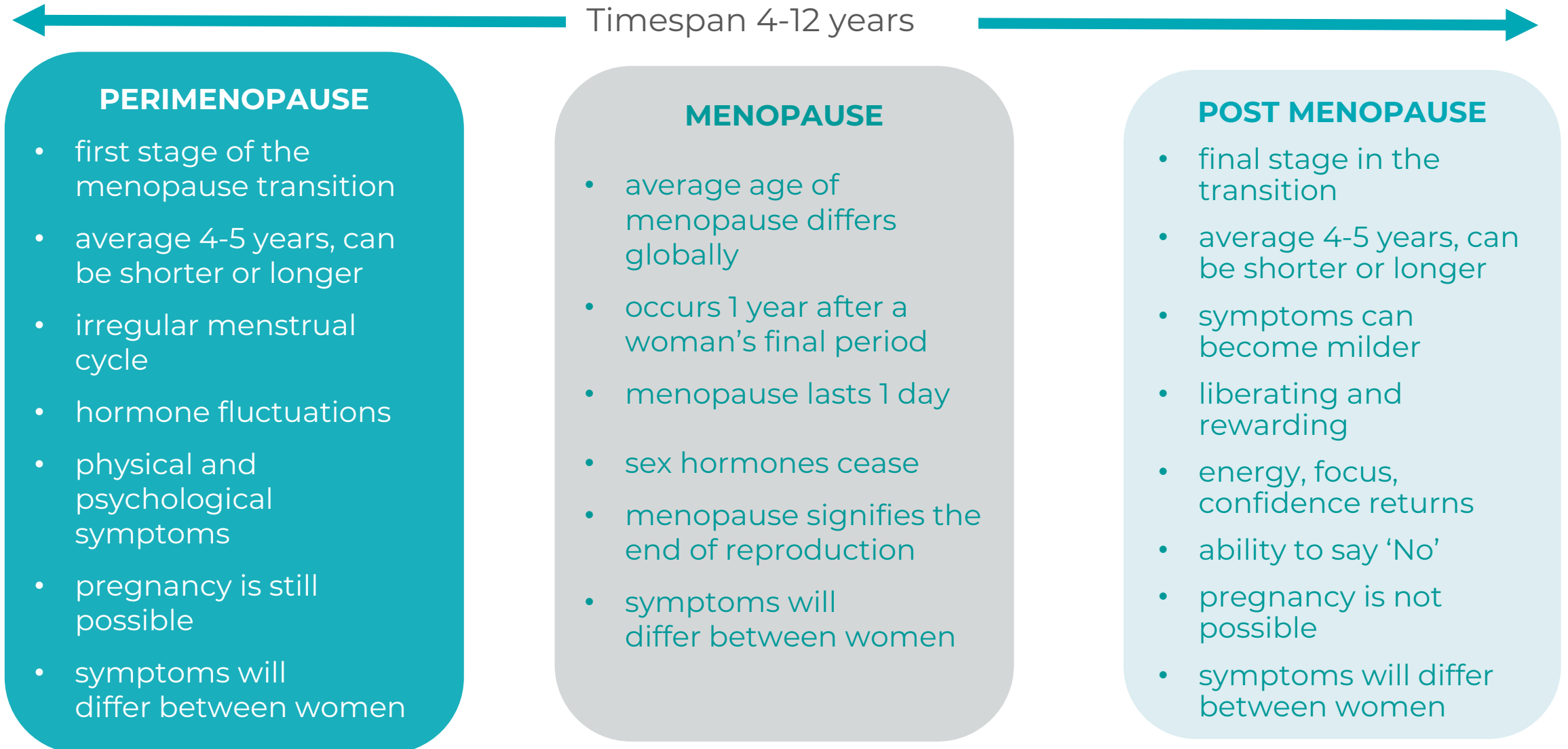
All women will go through the menopause, but will all experience a different number, range and severity of symptoms



Menopause is caused by a natural change in oestrogen and progesterone levels caused by the ovaries shutting down

Treatments aim to manage the symptoms experienced but do not stop or slow down the rate of the natural menopause process

3 transitional stages of menopause



What are the symptoms of menopause?

- Mood Swings
- Brain Fog
- Lack of Motivation
- Difficulty Focusing
- Headaches
- Night Sweats
- Hot Flashes
- Breast Tenderness
- Digestive Problems
- Quick Weight Gain
- Loss of Libido
- Vaginal Dryness
- Periods Stop
- Osteoporosis
- Joint Stiffness
- Muscle Aches
- Decreased Confidence
- Hair Thins
- Dry Skin
- Acne
- Dry Eyes
- Wrinkles
- Dry Mouth
- Bloating
- Fatigue
- Insomnia
- Anxiety
- Urinary Pain
- Clammy Feeling
- Burning Mouth
- Facial Hair
- Dizziness
- Lack of Focus
- Depression



Top menopause five symptoms

affecting women's productivity at work are*:



brain fog



stress &
anxiety



low
energy



poor
concentration



trouble
sleeping

*Health & Her Survey Data Conducted with 680 employees across multiple industry sectors



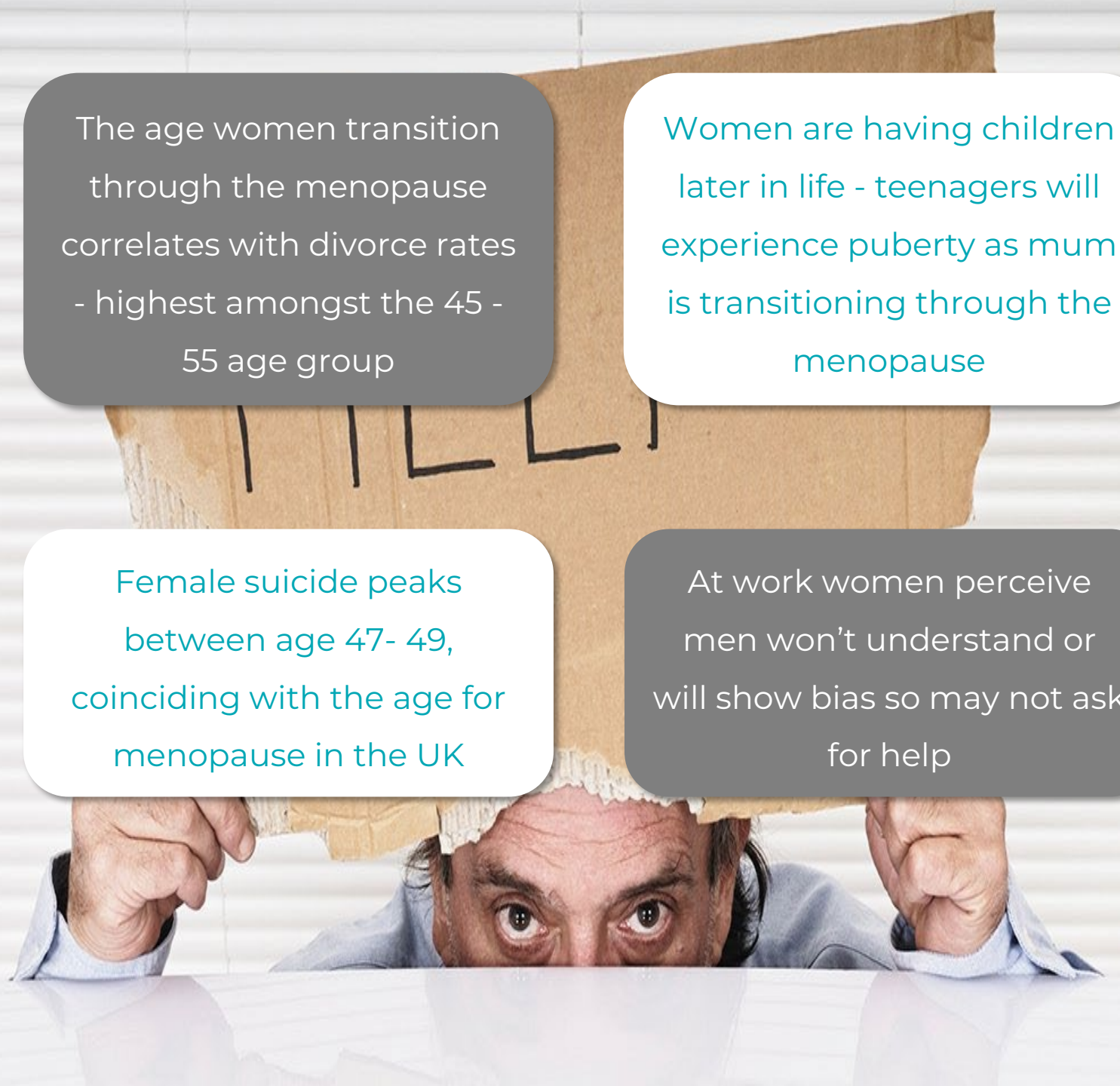
The ramifications of the menopause

The age women transition through the menopause correlates with divorce rates - highest amongst the 45 - 55 age group

Women are having children later in life - teenagers will experience puberty as mum is transitioning through the menopause

Female suicide peaks between age 47- 49, coinciding with the age for menopause in the UK

At work women perceive men won't understand or will show bias so may not ask for help



Menopause – the statistics

13 million peri or menopausal women in the UK

More than **30** recognised **symptoms** of the menopause

77% of women find at least one menopause symptom '**very difficult**'

84% experience trouble sleeping

73% experience brain fog

69% experience difficulties with anxiety and depression due to the menopause

45% of women have **not** consulted a GP about their symptoms

Only **14%** of women are currently taking prescribed HRT treatment

Menopause is costing businesses in lost talent and lost productivity

4.4 million

women in the workplace are menopausal – **10% of the working population**

10%

of women have **left the workforce** because of **menopause**

1 in 4

women are **considering leaving** the workforce because of **menopause**

£1.88 billion GDP

the amount **lost in productivity** and hours due to the menopause **every year**

*1,000 menopausal women, commissioned by Health & Her and carried out by Censuswide in March 2019



Why we must keep menopause on our agenda



10%

of workforce is going through perimenopause or menopause

80%

will experience life-affecting symptoms and 45% will find their symptoms hard to deal with

3 years

is the average time it takes to get a diagnosis from a regular GP

90%

of women say their work life has been negatively affected by menopause symptoms

Menopause in numbers

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45-55

years old is the typical age for menopause to occur with an average age of 51

3 in 4

experience symptoms

1 in 4

experience severe symptoms

50%

menopausal women say they feel depressed

37%

menopausal women say they suffer with anxiety

72%

say they feel unsupported in work

90%

feel unable to talk to managers at work about menopause

29%

have significantly lost self-confidence at work

63%

feel their work life has been negatively affected

41%

said poor concentration or forgetfulness led them to making mistakes

11%

did not go for promotion because of the menopause

90%

said their workplace had no support for menopausal employees

The business case



5.1 million women over 45 are in the workplace.



Women 50+ are the fastest growing workplace demographic (Brewis et al., 2015, CIPD, 2019).



People are now working and living longer i.e. In 1986 the average age of the labour market exit was 60; by 2020 it had increased to 64.3 (DWP, 2021)



Approx. 80% of women experiencing menopause are in work.



14 million annual sick days are taken resulting from menopause symptoms at a cost to the UK economy and businesses of £1.8bn.



Nearly 1 million women have left jobs due to menopause.



It costs over £30k to replace a lost employee who earns £25k.



The Parliamentary Women's & Equality Committee inquiry recommends menopause become a protected characteristic under The Equality Act 2010.

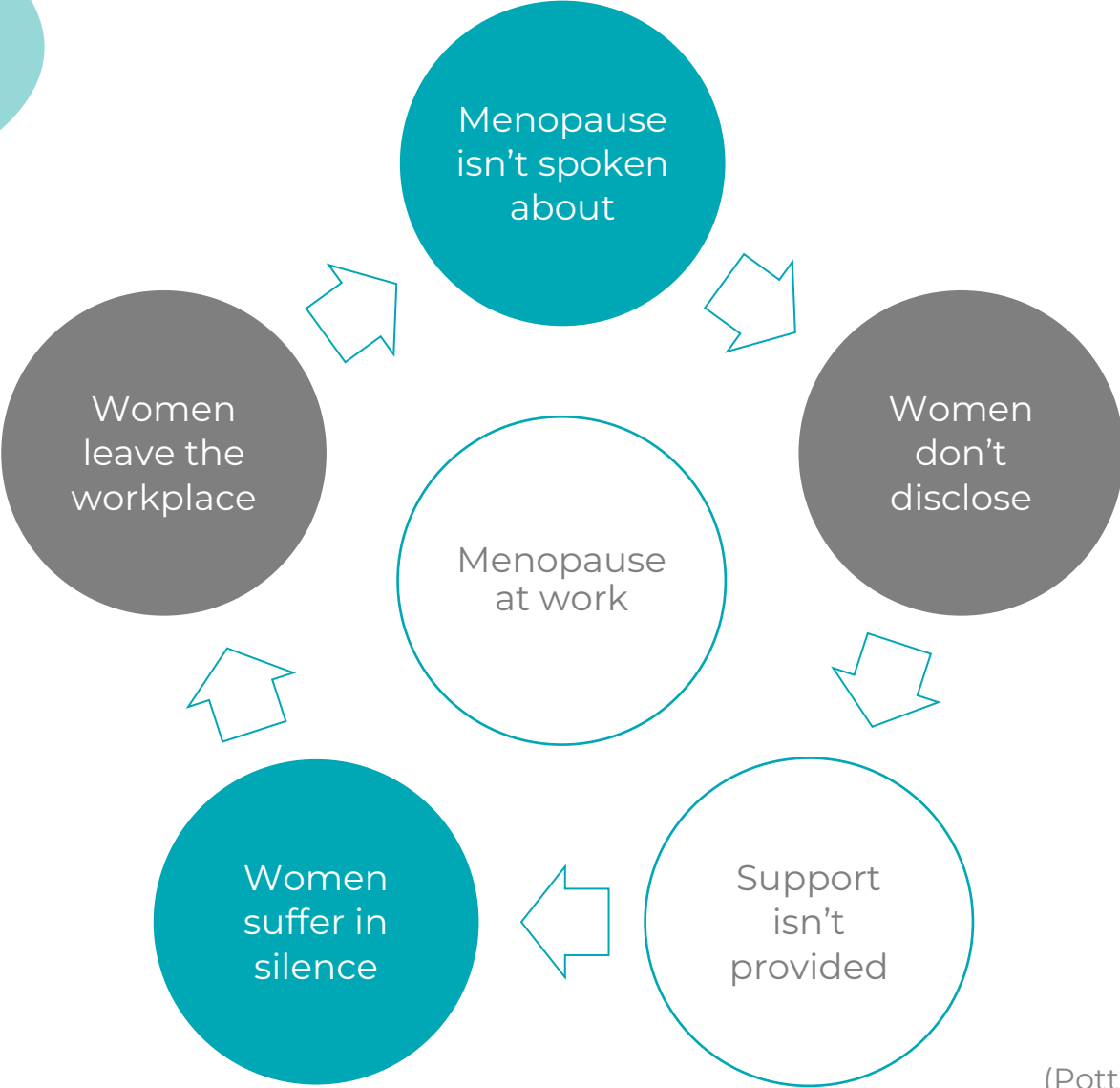


Employment tribunals involving menopause have quadrupled in the past three years.

Vicious Cycle

“We are living like it’s not happening”
Michelle Obama, 2020

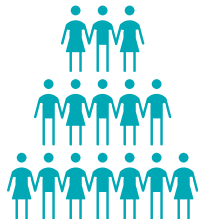
The challenge



(Potts, 2021)

How to get started

Understand your
workplace
demographics



Understand what
people need



Create a business case to
quantify and fund
menopause support



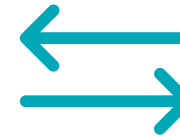
Produce workplace
menopause policies/
guidance documents



Schedule menopause
training for ALL
employees



Identify an accessible
safe space to have
confidential
conversations



Consider and action
appropriate workplace
adjustments



Communicate the
support available and
how to access

Consult with experts to get it right

Health & Her – the menopause experts



Free menopause surveys - to give employees a confidential voice and establish baseline need



GP led webinars and menopause awareness training to get the conversation started



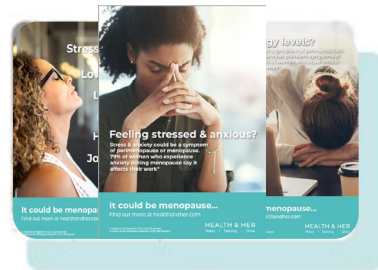
Menopause policy development - guidance & best practice to create bespoke policy



Health & Her App – free menopause app allows women to track their symptoms, triggers and period changes. Provides employees with access to expert advice, evidence-based exercises and personal insights.



Menopause Specialist GP consultation for employees – empowers women with expert support and treatment planning



Awareness raising – complimentary menopause posters and assets to raise awareness and signpost to support available.

Trusted by thousands of women



4.8/5

(567 reviews)



Highest rated menopause app



“ It’s been invaluable working with Health & Her, their general awareness session and line manager training were well attended, received positively and really useful, with great feedback ”

Who we work with:



Questions?

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