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Menopause at work
An expert’s guide

Peppy
Why do employers need to provide menopause support?

What is menopause?

Though menopause is defined as just 1 day in a woman’s life that marks a full 12 months without a period, there can be many more years with symptoms. Perimenopause, the time leading up to the final period, can last for 3 to 7 years (sometimes more) and can carry with it many disruptive symptoms that impact everyone who goes through menopause, both at home and at work. The night sweats, exhaustion and heavy or irregular periods are just a few of the symptoms that women are challenged with.

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

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.

¹ Survey of 1132 women from Newson Health Menopause and Wellbeing Centre, 2019
² 20% of the US working population is made up of women of menopausal age
³ 1 in 3 will consider reducing hours, not taking a promotion, or quitting work because of their menopause symptoms

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3. Survey of 1132 women from Newson Health Menopause and Wellbeing Centre, 2019
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.

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6 simple steps for HR and benefits professionals

Take action today to support your colleagues and boost your employer brand

1 Start the conversation
Appoint a Menopause Champion
A Menopause Champion is someone who will help offer support to others and start the conversation about menopause in your workplace. We’ve worked with Santander and Wiley to successfully implement a Menopause Champion.

2 Ask your colleagues
Send out an anonymous survey
70% women say they wouldn’t feel comfortable talking to their supervisor about menopause. Send out a short, anonymous staff survey to find out what they’re struggling with, and ask how you can help.

3 Be practical
Consider simple changes to your working culture
Changing someone’s experience of menopause at work could be as simple as providing desk fans, having cold water dispensers, providing sanitary protection, or offering a more breathable uniform fabric option. Be open-minded and try to work together to make them feel valued and comfortable.

4 Train supervisors
Empower your team with knowledge
It’s important that all HR team members and supervisors understand what menopause is, how it can affect colleagues and how they can talk to team members about it. Once you have put menopause support in place, make sure supervisors know the pathway to support.

5 Build a business case
Arm yourself with the tools you need to speak to your C-Suite
Make sure your senior leadership team is aware of the impact menopause is having on their business. Use the stats on the previous page to proactively build a business case that opens their eyes to the productivity losses and preventable attrition that menopause causes (and the uncapitalized opportunity for your business).

6 Get Peppy
Peppy is the health app that gives your people personalized menopause support
With Peppy, your people can connect to information and real, human menopause experts at the touch of a button.

Peppy is a high-impact tool to improve your employees’ health and well-being and help your organization become a destination employer.

Click here for our free menopause survey template
What menopause solutions are available?

- **Menopause policy**
- **Employee assistance program (EAP)**
- **Medical insurance**
- **Peppy menopause support**

- **Accessibility**
- **Affordability**
- **Quality of support**
- **Personalization**
- **Prevention focus**
- **Lifestyle focus**

Provide unlimited, confidential support from human experts

- One-to-one virtual consultations
- Group chat and support
- Videos, articles and audios
- One-to-one chat with an expert
- Events with expert speakers
- Mental wellbeing support

What menopause solutions are available?
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.