# Challenges of Menopause in the Workplace: Impact on Women's Careers and Calls for Support



In May 2024, Sarah Phillips reported on the challenges women face with menopause in the workplace. A 51-year-old former general manager from Pembrokeshire, referred to as Kate, shared her struggles with severe menopausal symptoms like vertigo and brain fog, leading her to resign from her job before realizing she needed hormonal replacement therapy (HRT).

According to a 2023 survey by the Chartered Institute of Personnel and Development, involving 2,000 women aged between 40 and 60, two-thirds reported that menopausal symptoms negatively impacted their work life. A 2022 study from the Fawcett Society revealed that 10% of women resigned from their jobs due to menopausal discomfort, with 80% saying their employers provided no support.

Dr. Katherine Kearley-Shiers, a Bristol-based GP who specializes in menopause, emphasized the significant impact of menopause on work, noting that symptoms like memory loss and difficulty multitasking can undermine confidence and work performance.

The article also highlighted initiatives like menopause awareness training which has benefitted some workplaces, such as that of a 46-year-old civil servant in Manchester named Charlie. Additionally, there was criticism of a menopause "gift bag" by train company Avanti West Coast, which was seen as trivializing the issue.

Proposals for national menopause policies have been debated, with views on potentially increasing discrimination if not carefully implemented. The Equality and Human Rights Commission suggested that severe menopausal symptoms could be classified as a disability, a proposal met with mixed reactions.

Finally, the importance of flexible work arrangements and workplace understanding was emphasized by multiple sources, including Fiona McKay from The Menopause Maze, who advocated for inclusive support and policies in workplaces to accommodate women experiencing menopause.