

# Menopause Facts



FOR A SIGNIFICANT NUMBER OF PEOPLE THE MENOPAUSE CAN BE ONE OF THE MOST CHALLENGING TIMES IN THEIR LIFE AS AN EMPLOYEE.



## DID YOU KNOW?

There are 3.5 million female workers aged over 50 in the UK.

The average age of the menopause is 51 years, Although it is normal for hormonal changes to start earlier or later; anytime from 45 to 55 is not unusual.

Around a quarter of people describe their menopausal symptoms as moderate to severe.

People experiencing menopausal symptoms are often reluctant to confide in managers, they report feeling worried that their symptoms will be negatively linked to performance and they are embarrassed to discuss experiences like hot flushes, tiredness, poor concentration and 'brain fog'.

## A RECENT UK GOVERNMENT REPORT FOUND...

Physical and psychological symptoms of the menopause transition can affect an individual's performance at work, quality of working life and levels of absence.

**We now offer Peppy Menopause to Amey colleagues and/or their partners. Search "Peppy Health" in the app store to download it now.**

# 53%

of people experience menopausal symptoms which impact them at work

# 3/4

of people will not talk to their line-manager about their menopausal symptoms

# 1 IN 100

people experience menopause in their 40s

# 1 IN 1000

people experience menopause in their 30s