



# LET'S TALK MENOPAUSE

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**#MenopauseAtWork**

Most women go through the menopause at some stage in their working life. It's a natural transition in life, but remains a taboo subject that's stopping many women from reaching their full potential.

Work should benefit workers, the organisations they work for, and the communities and societies they live in. *This starts with valuing people.*

**fom**  
Faculty of Occupational Medicine

## 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

Women over the age of 50 are the fastest growing segment of the workforce, and most will go through the menopause transition during their working lives.

But many won't be able to meet their full potential at work unless they get the right support from their employer.



**Employers must recognise the impact the menopause can have on women at work.**

**Take a proactive approach to the menopause: break the taboo and start positive conversations.**

*The menopause can cause a wide range of physical and psychological symptoms that can last for several years. The majority of menopausal women experience symptoms, but everyone is different.*



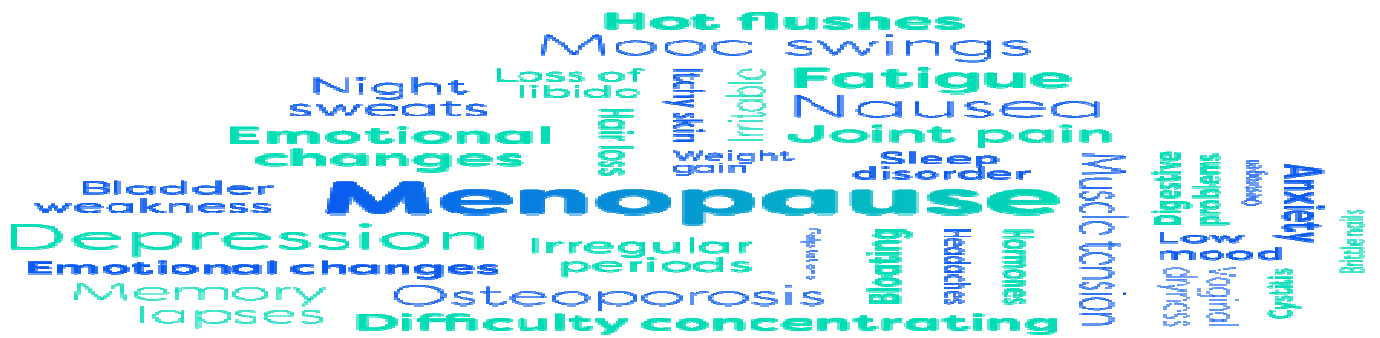
[www.hse.ie/changeguide](http://www.hse.ie/changeguide)

"To view the Health Services People Strategy 2015-2018, please click [here](#)."



*The majority of menopausal women experience symptoms, but everyone is different. Symptoms can fluctuate and be felt to varying degrees.*

*Experiencing any of the typical symptoms can pose a challenge for women as they go about their daily lives, including at work.*



60% of women experiencing menopausal symptoms report that it has a negative impact on their work. Many women will continue to suffer in silence unless we break the taboo and start talking openly about the menopause at work.



***With the right support, there's no need for women to press pause on their career during this natural transition.***

Further help available at the following websites:

- [www.hse.ie/eng/health/az/m/menopause/](http://www.hse.ie/eng/health/az/m/menopause/)
- [www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/](http://www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/)
- [www.healthpromotion.ie/hp-files/docs/HPM00069.pdf](http://www.healthpromotion.ie/hp-files/docs/HPM00069.pdf)
- [www.menopausedoctor.co.uk/menopause/](http://www.menopausedoctor.co.uk/menopause/)
- [www.nhs.uk/conditions/menopause/](http://www.nhs.uk/conditions/menopause/)
- [menopauseintheworkplace.co.uk](http://menopauseintheworkplace.co.uk)
- [www.menopausematters.co.uk/](http://www.menopausematters.co.uk/)
- [www.talkingmenopause.co.uk/](http://www.talkingmenopause.co.uk/)



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