



**LET'S TALK ABOUT
MENOPAUSE
IN THE WORKPLACE**

In spring 2021 Marshalls conducted a survey on Menopause in the Workplace

WHAT DO WE KNOW ABOUT MENOPAUSE?

In general men feel less well informed about Menopause than women. **BUT:**

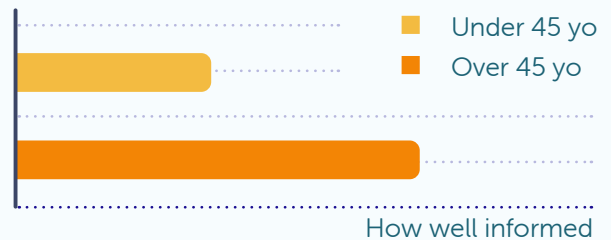
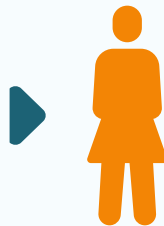


> 40%

Over 40% of women say they are poorly informed about what Menopause is, and its symptoms and effects.



In particular, those aged under 45 lack information



HOW DO WE FEEL ABOUT TALKING ABOUT MENOPAUSE AT WORK?

Over half of the survey respondents say they are **comfortable** having conversations about menopause at work.



53% of men are comfortable

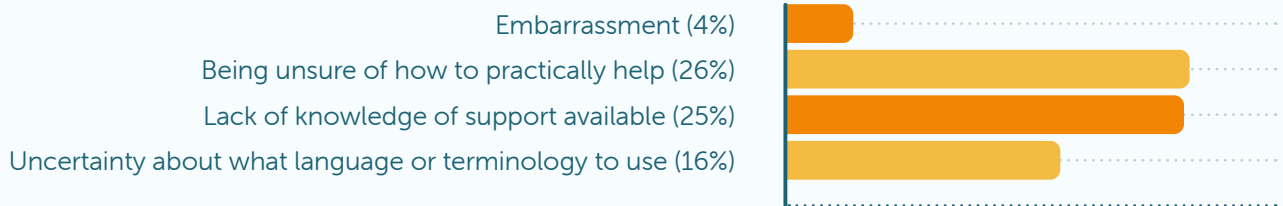


57% of women are comfortable



FOR LINE MANAGERS

The main things that make line managers reluctant to talk to about Menopause with one of their team who is affected are:

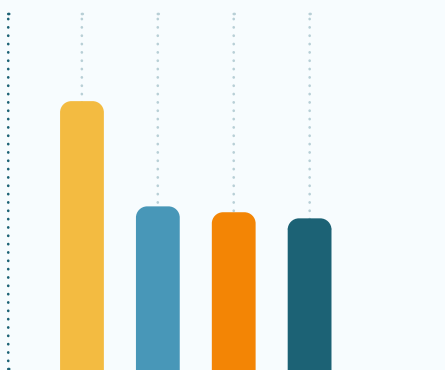


1/4 said that nothing would stop them having this conversation.

FOR THOSE PERSONALLY AFFECTED BY MENOPAUSE

Employees are reluctant to talk about the affects of Menopause with their line manager primarily because:

- They fear being stereotyped (49%)
- They fear inappropriate performance management (30%)
- They are embarrassed (29%)
- They are afraid they will embarrass their line manager (28%)



Having a male or younger female line manager also makes women reluctant to discuss Menopause





■ EMPLOYEES' TOP PRIORITIES FOR THE WORKPLACE

- Training
- Openness and conversations
- Clearer policies and procedures
- Flexibility with tasks or to work from home
- Environmental adjustment
- Menopause Champion or support group