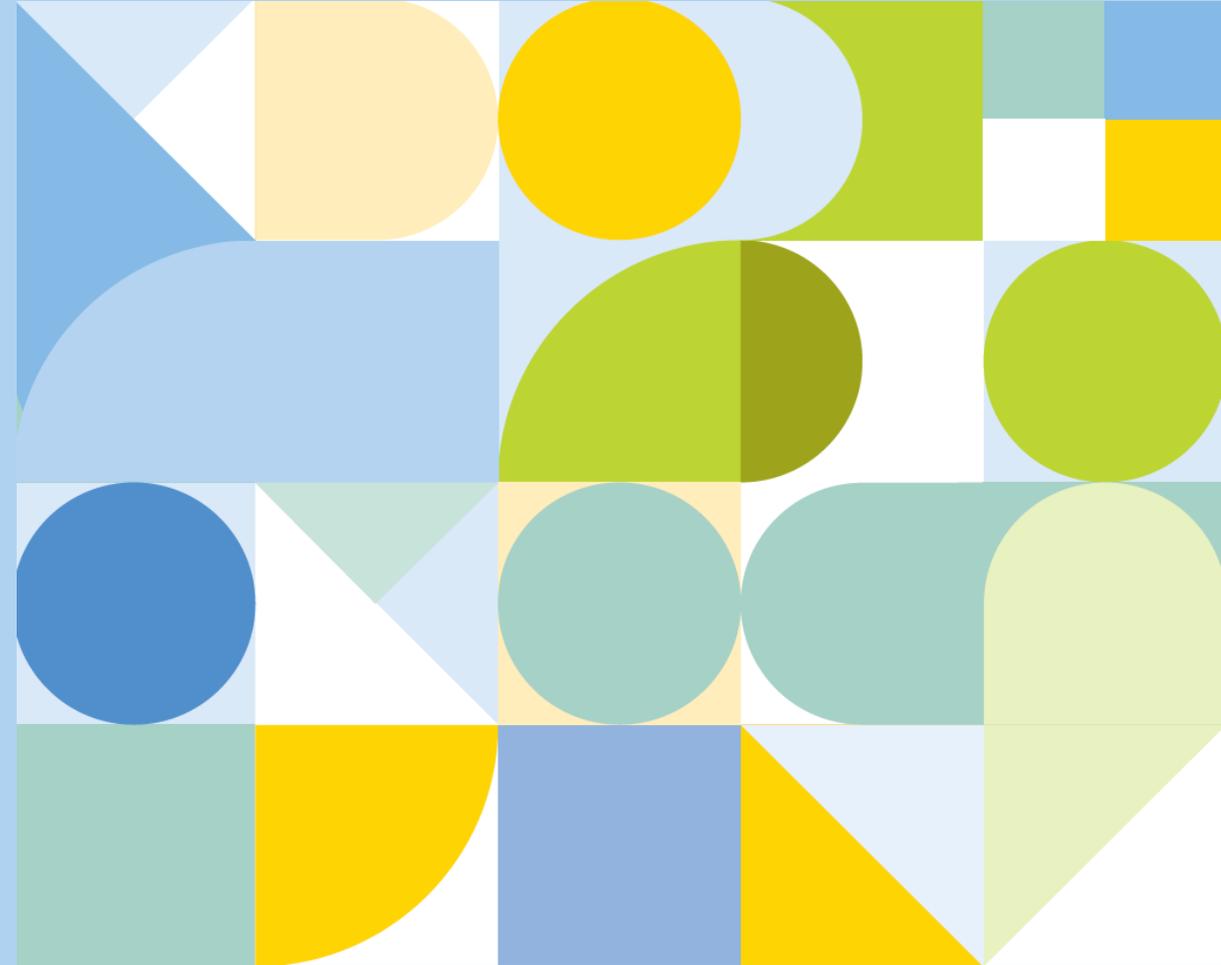


INCLUSION MOMENT.

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MENOPAUSE AND THE WORKPLACE.

The menopause is a natural part of ageing that usually occurs on average between 45 and 55 years of age as oestrogen levels decline. Studies have shown that menopause symptoms can have a significant impact on attendance and performance in the workplace.



POSSIBLE SYMPTOMS.

- Memory Loss
- Difficulty sleeping
- Anxiety
- Lack of confidence
- Headaches
- Depression
- Feeling overwhelmed
- Brain fog
- Fatigue
- Mood swings
- Clumsiness
- Hot flushes
- Weight gain
- Palpitations
- Sore joints
- Migraines
- Irritability
- Digestive Issues
- Loss of Identity
- Dizziness



A FEW FACTS TO NOTE.

- **Menopausal women** are the **fastest growing demographic** in the workforce.
- In the UK the average **age for a woman to go through menopause is 51**. It can be earlier than this, naturally or due to surgery, or illness.
- **Menopausal symptoms may start years before** menopause, during the perimenopause phase.
- Nearly **8 out of 10** of menopausal **women are in work**.
- **3 out of 4** women experience symptoms, 1 in 4 could experience serious symptoms.
- **Symptoms** usually **last** between **4 and 8 years**
- There are **3.5 million women over 50** in the workplace in the UK.
- Symptoms range from **cognitive, physical and psychological symptoms** (for example hot flushes, muscular aches, poor concentration, anxiety and headaches).
- **10% of women leave their jobs** due to the menopause

SURVEY OCTOBER 2021 - THE NEWSON CLINIC

The findings of the survey which was undertaken by the not for profit company Newson Health Research and Education of 3,800 UK women, being presented at the prestigious RCGP Annual Conference in Liverpool on 14-15 October[i], reveal:

- 99% of respondents said their perimenopausal or menopausal symptoms had led to a negative impact on their careers, with more than a third calling the impact 'significant'.
- 59% had taken time off work due to their symptoms: 18% were off more than 8 weeks.
- Reasons for taking time off included reduced efficiency (45%), poor quality of work (26%) and poor concentration (7%).
- Half (50%) of those who took at least 8 weeks off work resigned or took early retirement.
- Overall, one in five (21%) passed on the chance to go for promotion they would have otherwise considered, 19% reduced hours and 12% resigned.
- Worryingly, 60% of women said their workplace offered no menopause support.

TREATMENT

- The most effective treatment is to replace the hormones the body no longer produces. Hormone replacement therapy (HRT) contains estrogen, a progestogen (or progesterone) and in some cases, testosterone. HRT also protects future health from osteoporosis, heart disease, type 2 diabetes, bowel cancer and dementia.
- For most women the benefits of taking HRT outweigh any risks.
- Taking HRT is not possible for everyone
- Other ways to minimise a negative impact of the menopause on health and wellbeing is to make some healthy changes to lifestyle by cutting out smoking and reducing alcohol, taking regular exercise that keeps your heart healthy and your bones strong, and eating a well-balanced diet that promotes gut health.



THANK YOU.

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