

OCTOBER 2025

# Menopause in the Workplace

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Research to understand impacts and unmet needs

# Executive Summary

Online proprietary survey of 905 women, employed by large employers across the U.S.:

## Key findings:

- Employees do not believe their employers offer the appropriate level of menopause support.
- Menopause negatively impacts employees and is a concern for premenopausal women.
- Symptoms create significant challenges at work, impacting productivity and careers.
- Half of employers offer some resources, yet even when present, many barriers prevent use.
- Employees want flexibility, trained providers and HRT coverage, as well as a culture of acceptance.

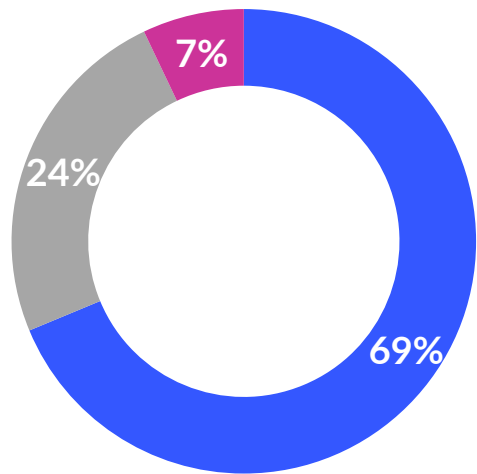
**These findings suggest that addressing menopause-related needs of employees is important, yet often flawed. Many opportunities exist to better support this population.**

# Results

**Employees do not believe their employers offer the appropriate level of menopause support.**



# Do Employers Have a Responsibility To Offer Menopause Support?



■ Agree    ■ Neither agree nor disagree    ■ Disagree

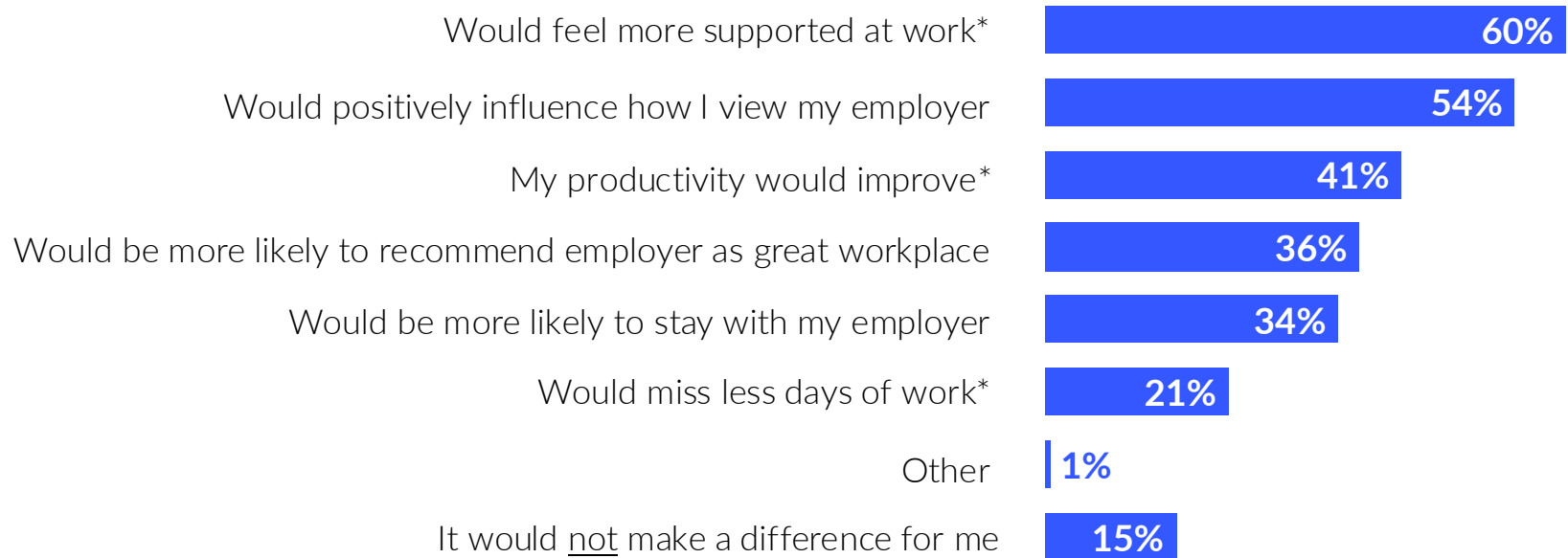
“

Employers should understand that menopause is a stage in life. They should provide anything possible to support staff going through menopause.”

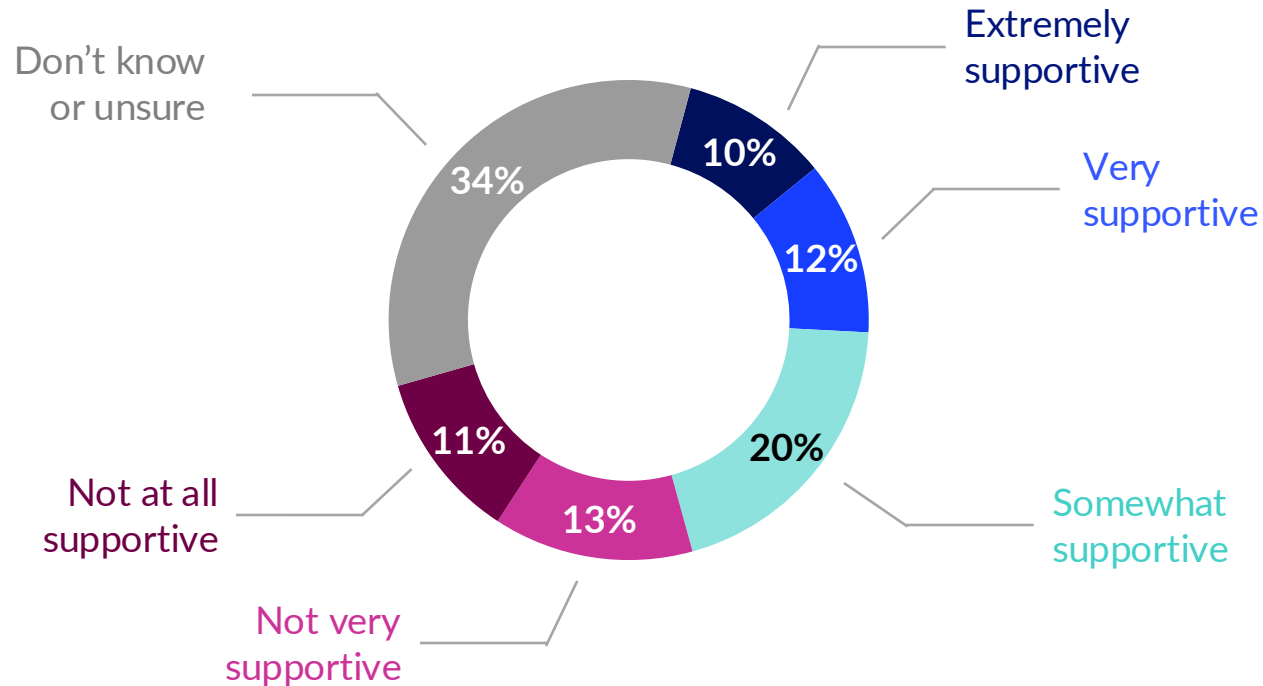
I believe this is a health issue that employers should start recognizing and addressing in the workplace...”

Employers should understand going through menopause is a normal phenomenon. Just like maternity and paternity leave is granted, there should be provisions made for menopause.”

# Impact of Offering Menopause-Related Benefits, Education and Support



# How Supportive Is Your Employer of Menopausal Employees?



# Open-Ended Feedback Pertaining To Employer Support

## Positive impacts of support are often mentioned in respondent feedback:

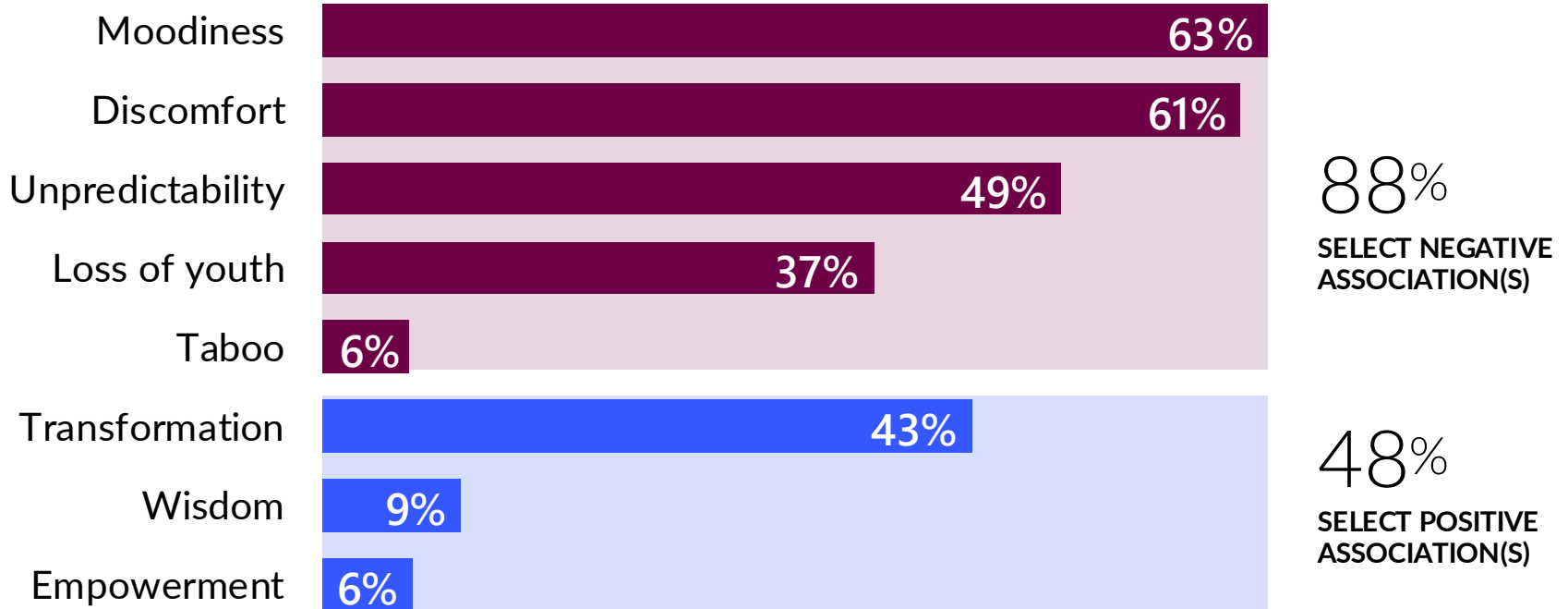
- “**Supportive workplaces** and open conversations **make a big difference for employees** going through menopause.”
- “...even if they showed some concern, we would feel better. Even if we did not take advantage of the services, it will still be **great to know that they cared.**”
- “It is something all females go through so having a **better understanding on how to support** your employees go through this time **would help productivity.**”
- “Employers should know that it’s a difficult transition and the **more supportive they are** and understanding the **better the morale and productivity.**”
- “One of the **best things you can do to gain employee loyalty is support** them through difficult life stages like this.”



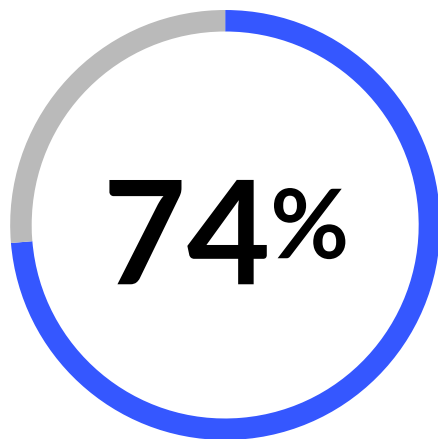
**Menopause negatively impacts employees and is a concern for premenopausal women.**



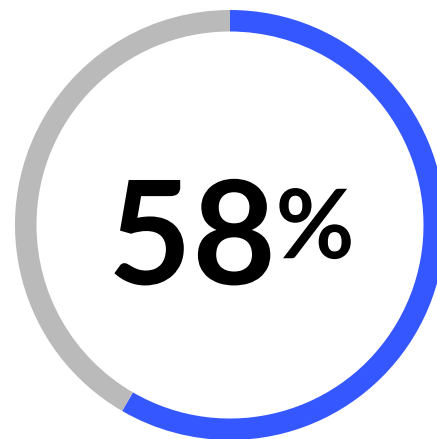
# Associations with Menopause



# Those Going Through It: Personal Experience with Menopause

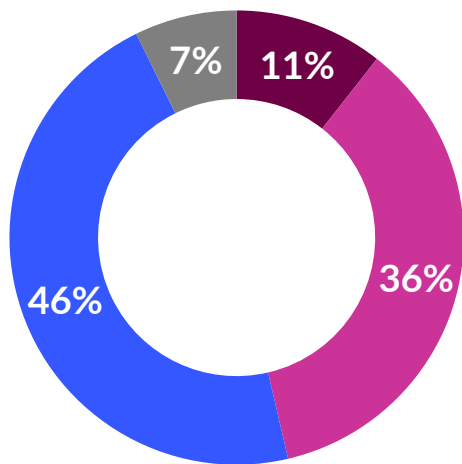


Menopause Has Been  
Disruptive



Menopause Has Been  
A Source of Stress

# Those Yet To Go Through It: Concern About Negative Career Impact



“

Although I haven't started going through menopause yet, I know there are going to be barriers I will have to face, when that time comes...”

I haven't gone through it, but have heard that it requires a lot of support and modifications/ accommodations from people in the workplace.”

■ Highly concerned

■ Somewhat concerned

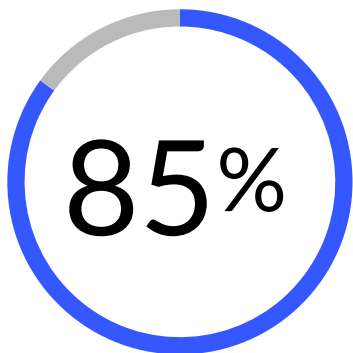
■ Not at all concerned

■ Don't know or unsure

**Symptoms create  
significant challenges  
at work, impacting  
productivity and  
careers.**



# Does Menopause Create Challenges at Work?



REPORT AT LEAST  
ONE CHALLENGE

“

It is a real situation that is **severely impacting my work** and my life.”

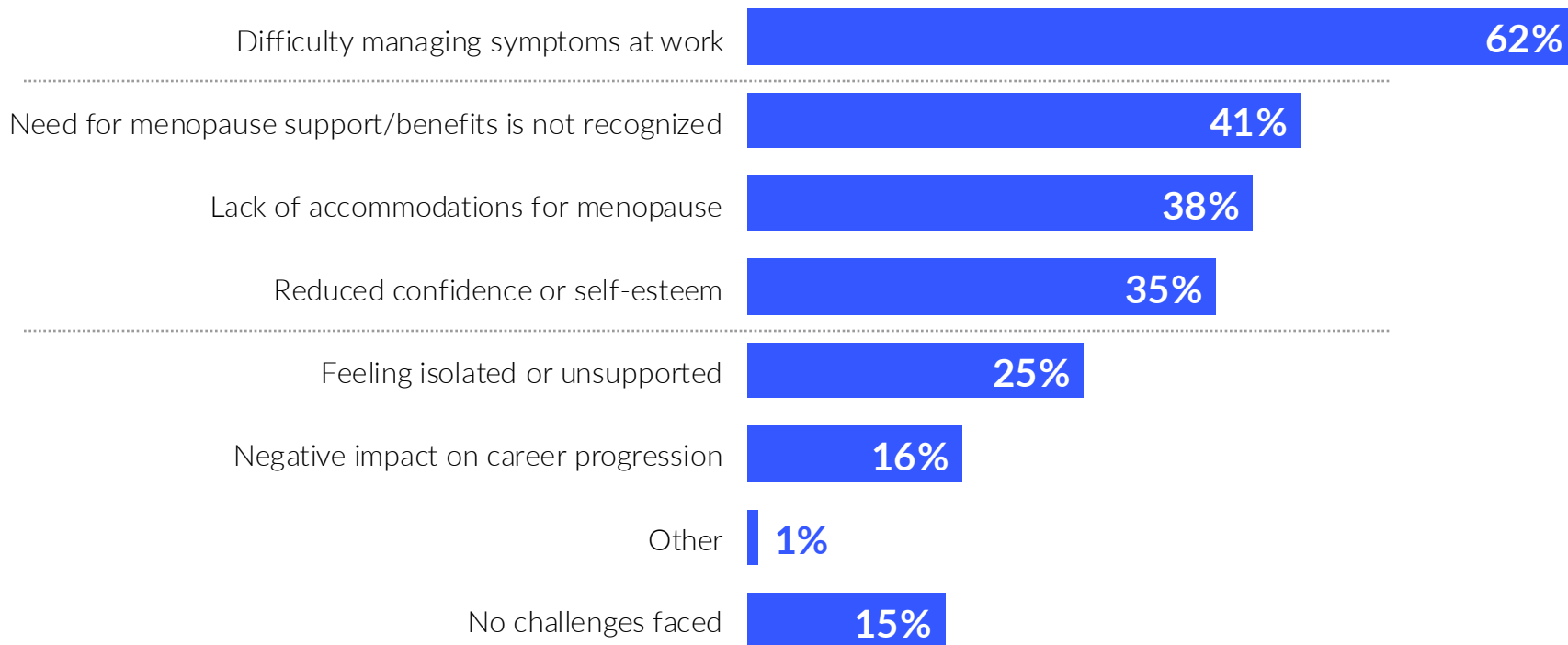
It **impacts job duties** by impacting memory and focus.”

Sleepless nights, hot flashes, weight gain...these are all HORRIBLE side effects and it's **hard to concentrate** when you're tired or have brain fog.”

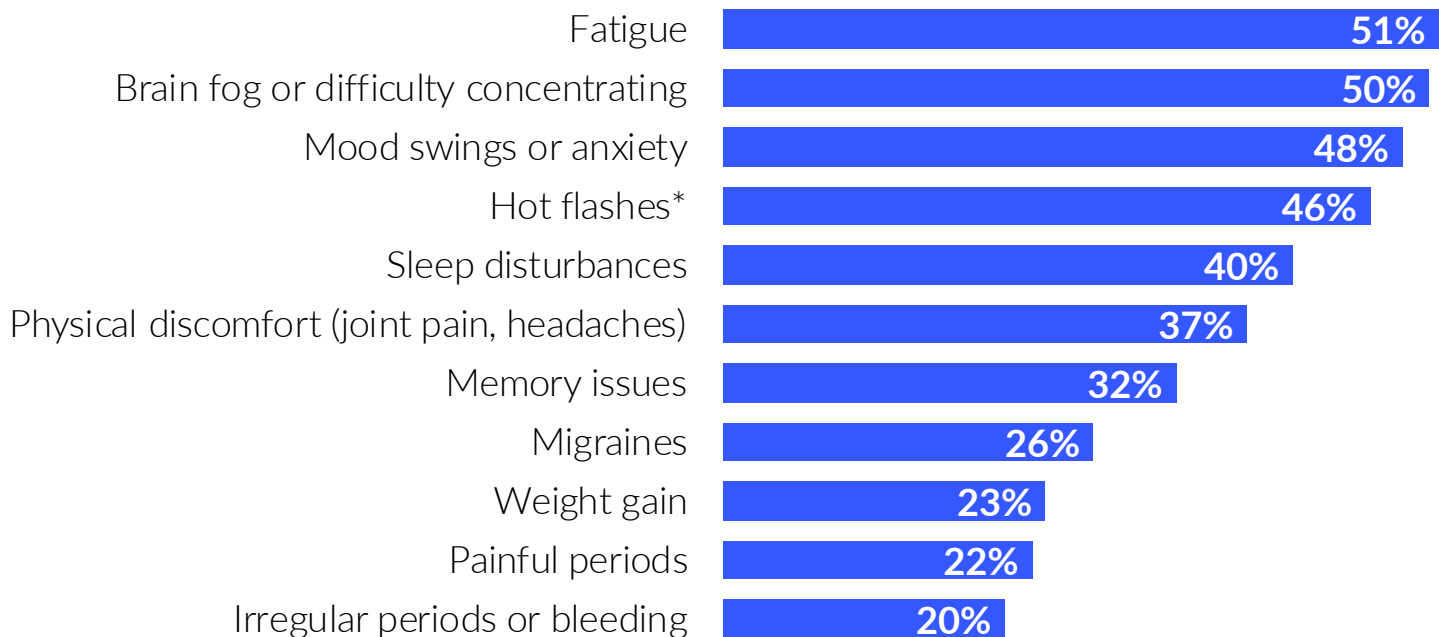
...symptoms come up at awkward times without warning. Sometimes it cannot be helped. It **should not impact work, but it does happen.**”

Menopause is very overwhelming...**affects your work**. Constant fatigue **makes long work hours more difficult.**”

# Challenges Faced at Work Due To Menopause



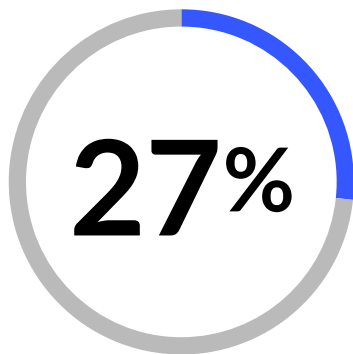
# Symptoms Negatively Impacting Performance or Well-Being at Work



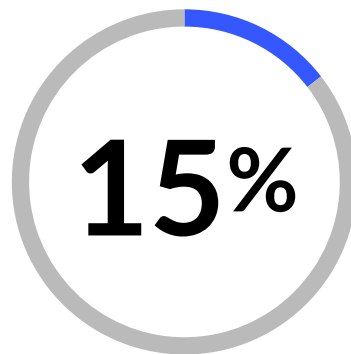


# Menopause's Impact on Retention and Advancement

Has menopause caused you to...?



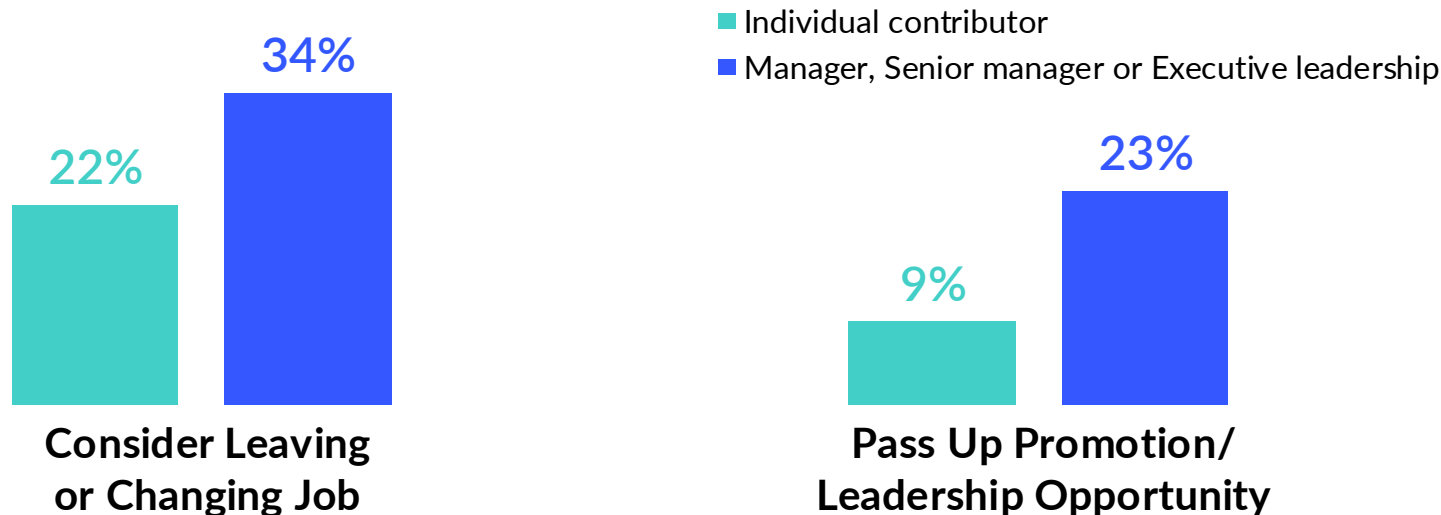
**Consider Leaving  
or Changing Job**



**Pass Up Promotion/  
Leadership Opportunity**

# Impact on Retention and Advancement, Based on Role

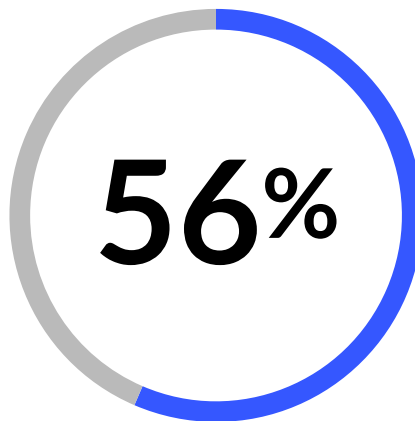
Among those going through menopause: has it caused you to...?



**Half of employers  
offer some resources,  
yet even when  
present, many barriers  
prevent use.**

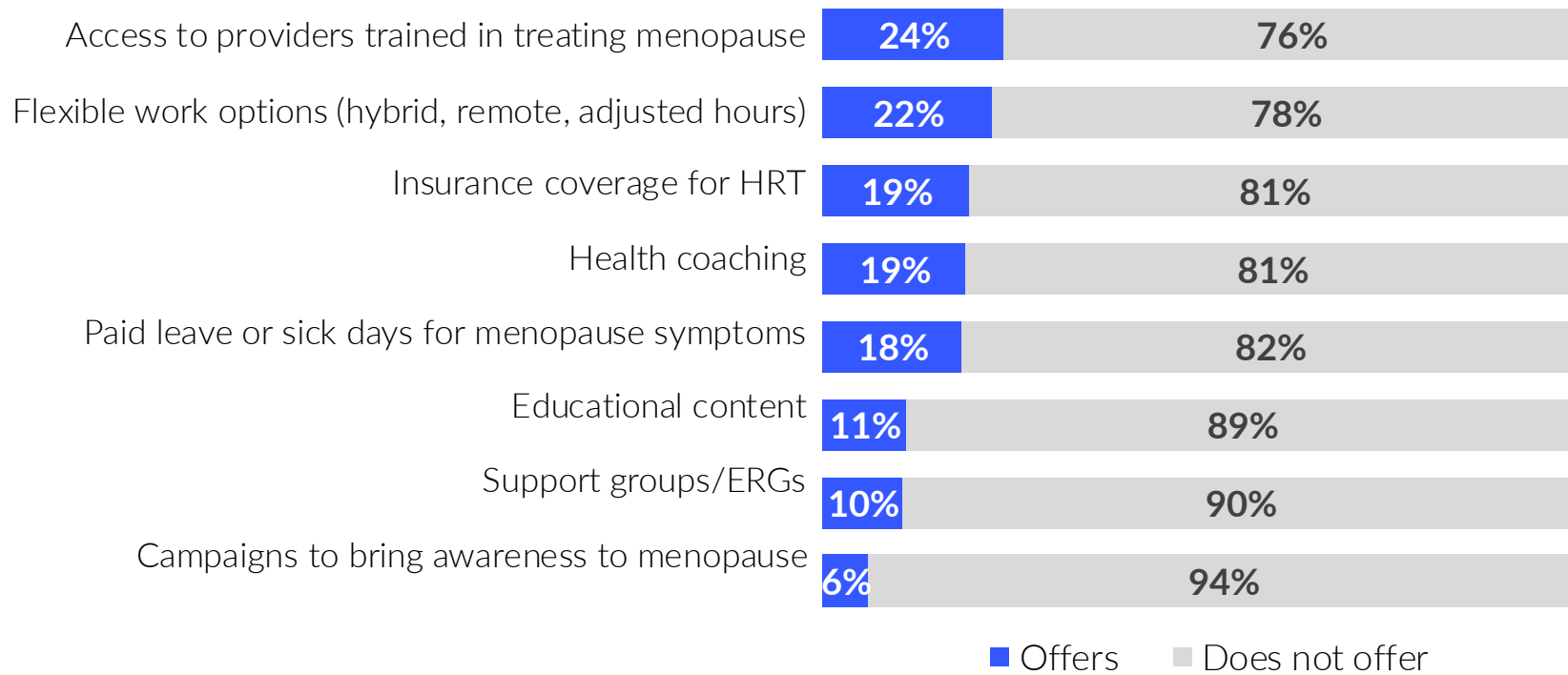


# Does Your Employer Offer Resources That Can Help with Menopause?



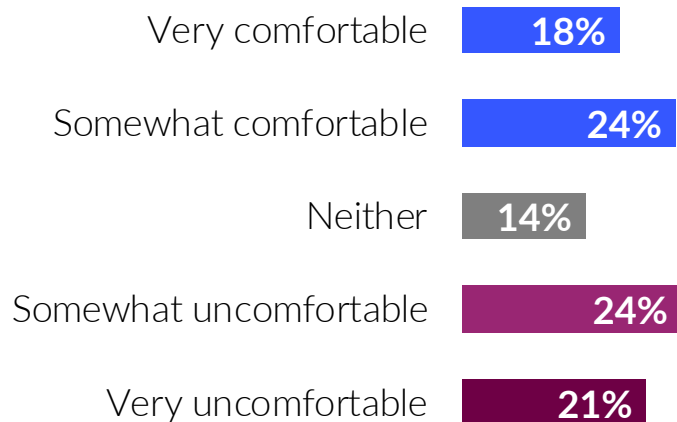
**Employer Offers At Least One Resource To Support Employees With Menopause**

# Resources Employer Offers To Support Menopause

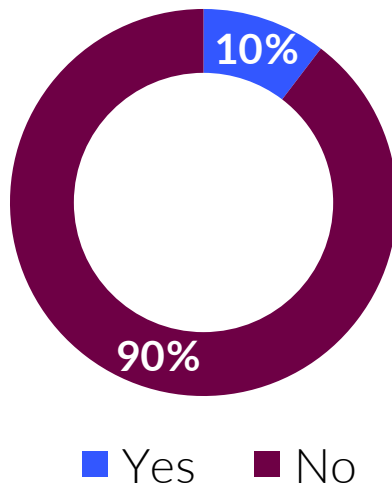


# Requesting Accommodations for Menopause Support

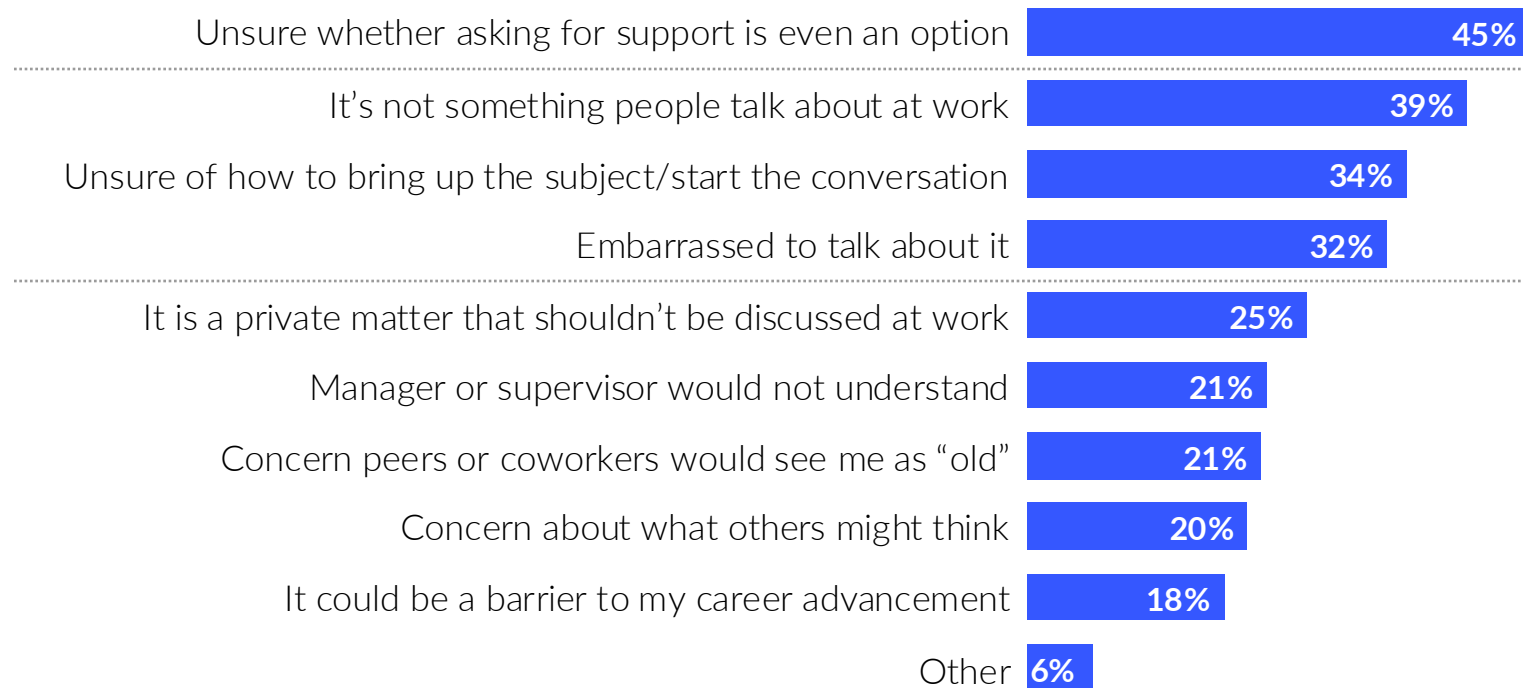
## Comfortable asking for menopause-related accommodations?



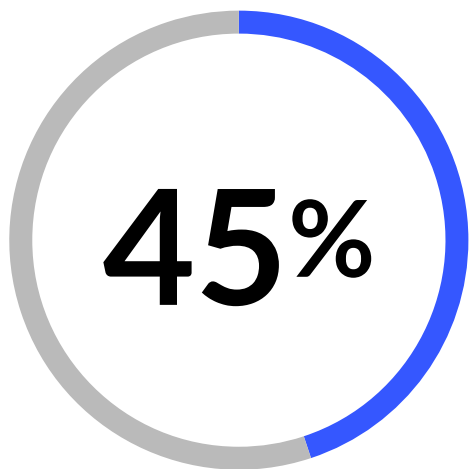
## When going through menopause, did you ask for accommodations?



# Reasons Not To Request Menopause-Related Accommodations



# Nearly Half Have Hidden Symptoms or Needs, Due To Fear of Judgment or Consequences



“

Menopause is a natural part of life...however, I've been hiding the symptoms.”

This affects a large part of the workforce, but many are just silent about the struggle.”

...employees are apt to keep quiet about it, due to embarrassment.”



# Open-Ended Feedback About Workplace Struggles

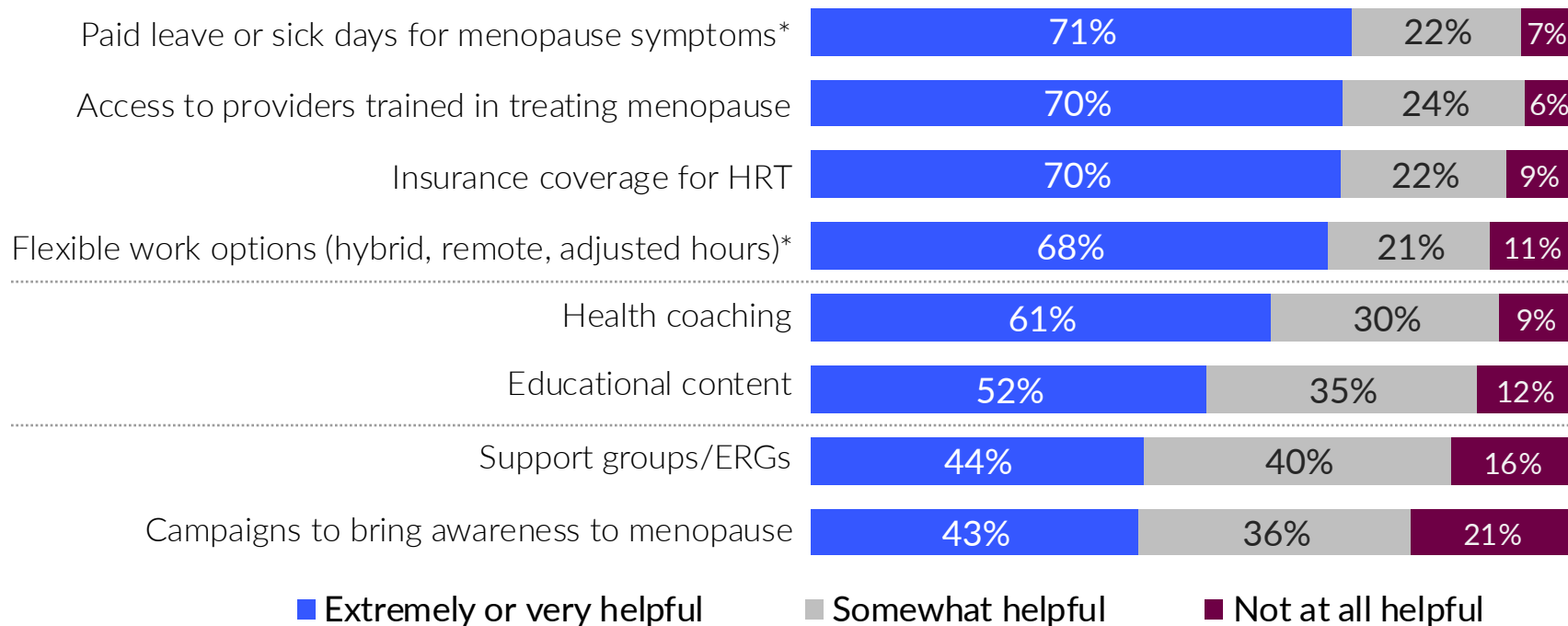
## Judgement and mockery of menopause is a theme that emerges in open-ends:

- “I feel like management views women as **dramatic cry babies** whenever we are having hot flashes and nausea at work, etc. They **write you off** as just wanting to get out of work.”
- “...a lot of men are in charge and do not take women seriously, so they just assume we’re being **dramatic or moody because we’re women**. When in fact it’s a difficult stage of life...”
- “Many women work through discomfort, because **menopause is often joked about**, and **not taken seriously**.”
- “Hot flashes for me are the worst. When it is winter time and I have a fan on, ‘**don’t make comments about it** and make me feel some kind of way.’”
- “The memory issues **need not to be mocked**. I have had **younger colleagues laugh** when I couldn’t remember things.”

**Employees want flexibility, trained providers and HRT coverage, as well as a culture of acceptance.**



# Perceived Helpfulness of Resources To Manage Menopause at Work

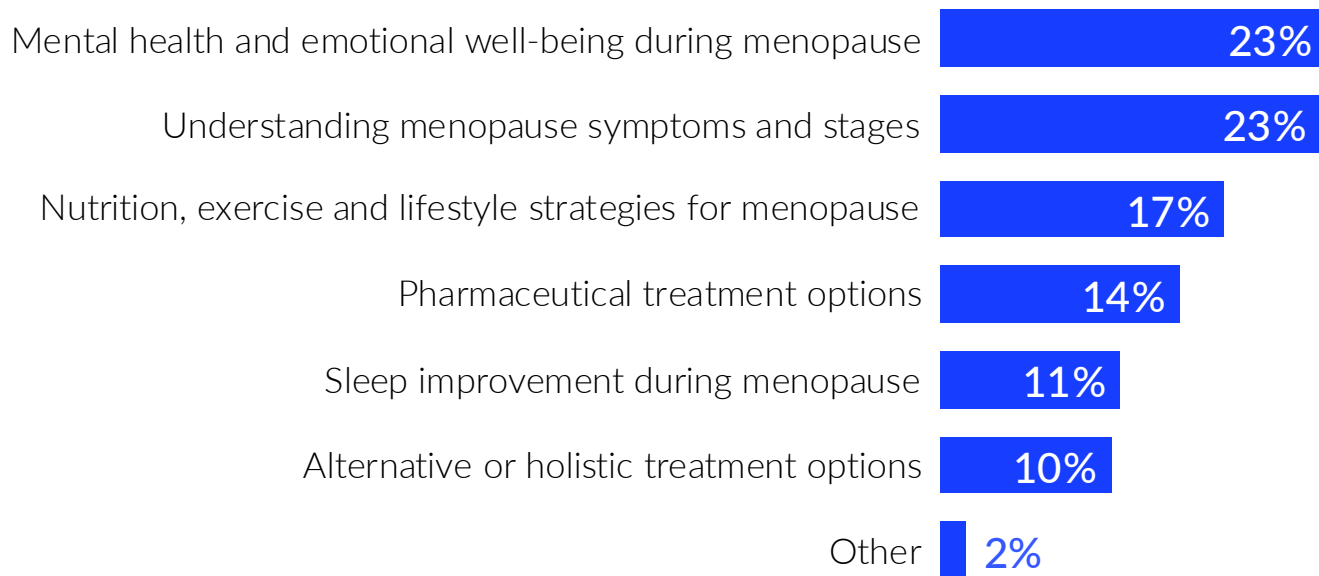


# Additional Insights from Open-Ended Feedback on Support Wanted

Respondents say "physical accommodations" (e.g., temperature control, ability to take more breaks, a space to "reset") would be helpful to manage menopause at work:

- "Hot flashes are like fire. Keeping an **office cooler** would help."
- "**Temperature control is a huge issue** for me at work, employers who would make those accommodations would be greatly appreciated."
- "They <employees experiencing menopause> **may need bathroom breaks more often**, or a **brief rest break** or two, **access to AC or an ice pack** to cool off."
- "Let people, who are going through changes, take **more breaks to cool down**."
- "Provide accommodation in office - **a place to go to recharge**, if having a moment related to menopause."
- "Employers could have a '**RESET ROOM**' for a place where naps can be taken, when having been up all night finally catches up to you."

# Topic That Would be Most Beneficial To Receive Support/Education On



# Additional Insights on Menopause-Related Support Employees Want

Employees say they want **understanding, patience and empathy from their employer\***:

- “My employer needs to understand that I am a hard and dedicated worker. Be more understanding of women like me going through menopause.”
- “Just be patient, it’s frustrating when your body starts changing on you, in different ways.”
- “It can be a trying time for women. Give grace and show sympathy and empathy.”

Many say the conversation around **menopause needs to be normalized in the workplace**:

- “I wish there was more conversations around the topic and less judgement.”
- “Only recently, have people been talking about it, so the conversation and spreading awareness needs to continue.”

Many point out, that employers need to recognize how **menopause affects everyone differently**; a few emphasize the **need for flexibility**, as no two menopause experiences are the same:

- “It will affect every single woman differently. No two women are the same.”
- “Employers should recognize that menopause affects everyone differently, and create flexible policies that allow adjustments.”



# Interpretations

# Menopause May Be a Hidden Yet Addressable Workplace Challenge

## Addressing menopause-related needs of employees is important:

- Few believe their employer is "extremely" supportive of employees who are experiencing menopause.
- Nearly 9 in 10 report support will improve their well-being, engagement and/or performance at work.
- Menopause negatively impacts retention and advancement opportunities.

## The current approaches to supporting these women is often absent or insufficient:

- Less than 1 in 4 employers offer the types of support resources that these women consider helpful.
- Nearly half conceal symptoms related to menopause, due to fear of judgment or consequences.
- Half are unaware that they can ask for accommodations; many do not feel comfortable making a request.

## Many opportunities exist to better support women through this life stage:

- There is strong interest in paid leave/sick time and flexible work options.
- Over two in three want access to providers trained in menopause support and insurance coverage for HRT.
- Many admit their workplace 'stigmatizes' menopause; a culture of acceptance will be extremely well received.



# Additional Content

## OBJECTIVES

- Quantifying the impact of menopause in the workplace
- Identifying unmet needs and current employer support
- Assessing the level of use and interest in menopause-related support

## METHOD

Custom-designed, online survey, completed by 905 respondents, across the US:

- Questionnaire designed by Blue Research and approved by WebMD Health Services
- Respondents are screened to ensure they:
  - Are 35-60 years old
  - Are employed full-time
  - Were assigned sex of 'female' at birth
  - Work for a company with 2K+ employees
- Data collected: August 6 – August 15, 2025; WebMD Health Services sponsorship **not** disclosed
- Median time to complete is 6 minutes
- All data is carefully scrutinized to exclude data which appear suspect of low validity or reliability

## LIMITATIONS

Statistical certainty varies by the sample size, variance in responses and survey design:

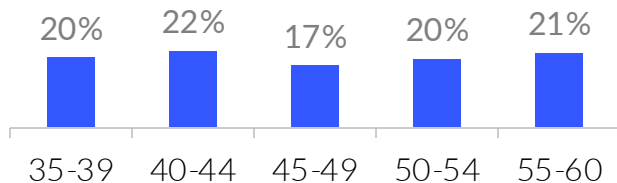
- In general, larger samples and smaller variance lead to greater reliability
- Randomly selected respondents lead to greater statistical validity
- A blind approach generates a high degree of both reliability and validity

The theoretical reliability of a worse-case scenario for a sample of 905 respondents at the 95% confidence interval\* is  $\pm 3.3\%$ :

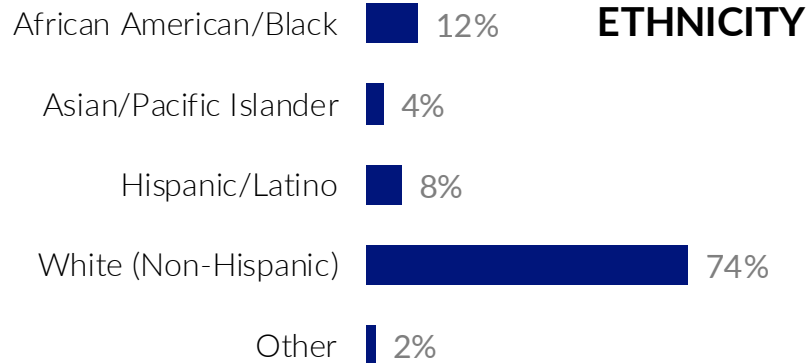
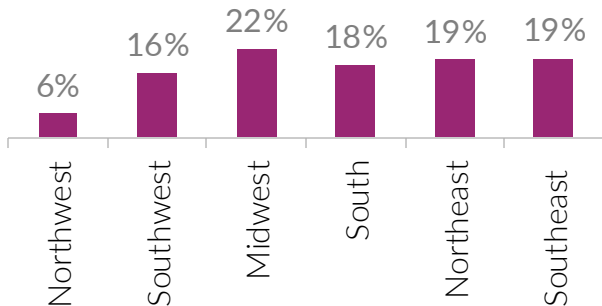
- A worse-case scenario assumes the responses to a question is split 50:50†
- In a 90:10 split, the theoretical reliability is better;  $\pm 2.0\%$

## RESPONDENT DEMOGRAPHICS

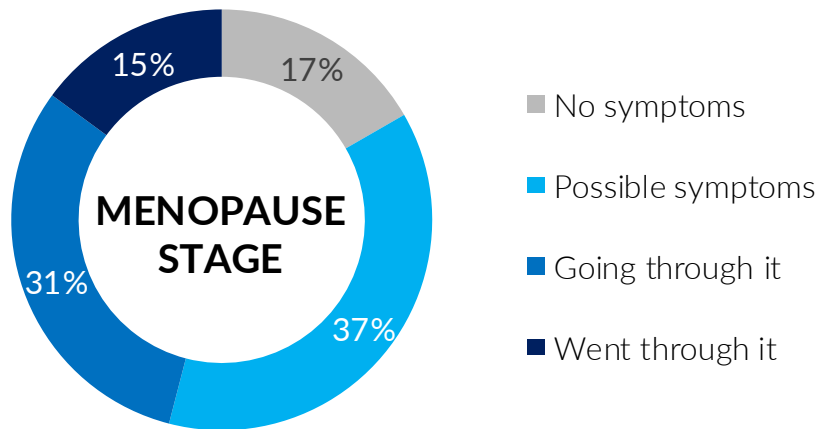
### AGE



### REGION



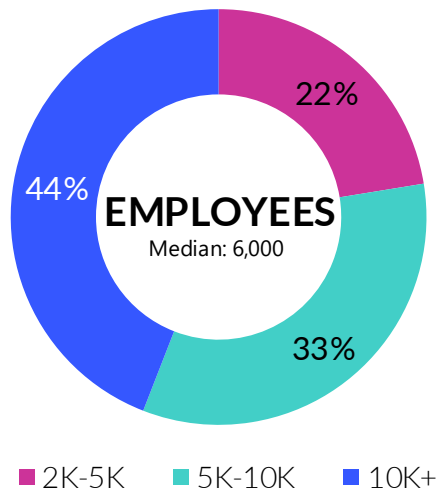
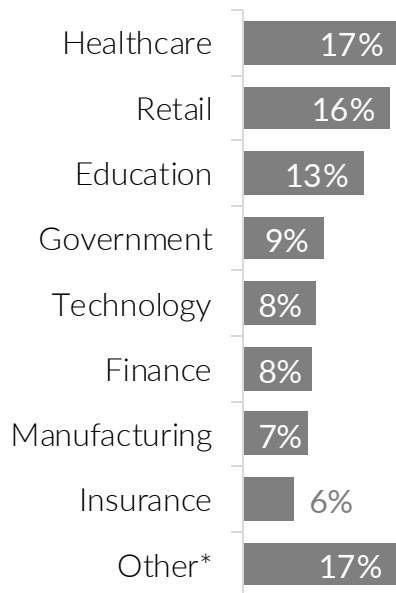
### ETHNICITY



### MENOPAUSE STAGE

## RESPONDENT WORK PROFILE

### INDUSTRY



Individual contributor 48%

Manager 34%

Senior manager 13% **ROLE**

Executive leadership 5%

On-site/  
in an office 62%

Hybrid 21%

Remotely/  
from home 18% **WORK SETTING**

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| **Health**Services