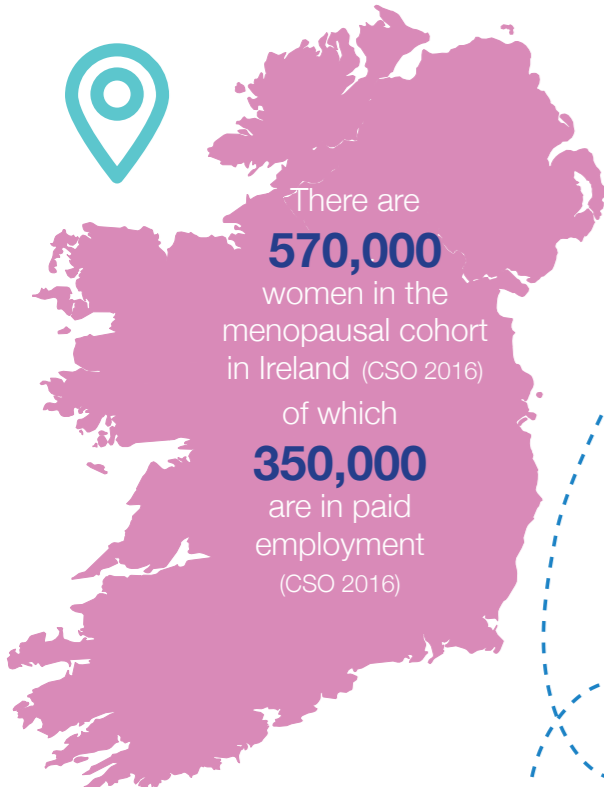


The Menopause Hub and Ibec present the first “Menopause in the Workplace” survey results.



“This is the first data in Ireland to provide insight into how women feel as they transition through menopause in the workplace, and demonstrates how employers are and should be supporting their staff.”

Loretta Dignam, Founder & CEO of The Menopause Hub

Maeve McElwee, Director of Employer Relations at IBEC says

‘It is really positive to see that **79%** of respondents to this survey stated that menopause is relevant to their organisation.’

About Ibec

Ibec is Ireland’s largest lobby and business representative group. With over 250 employees, Ibec engages with key stakeholders in Ireland and internationally.

About The Menopause Hub

The Menopause Hub is Ireland’s first and only dedicated multidisciplinary menopause clinic, offering a range of services to optimise the health and wellbeing of menopausal women.

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EMPLOYEE SURVEY

1152 women, ROI, Sept / October 21
by The Menopause Hub

Performance and ability to do the job

- **52%** said performance was affected a little
- **30%** said performance was affected a lot

Missing work due to symptoms

- **39%** said they missed work because of their symptoms
- **22%** said that they missed 3 or more days
- **86%** were not comfortable telling their line manager the real reason

Giving up work

- **40%** Said that they considered giving up their work
- **12%** gave up work



What employees are asking for from their employers

- **92%** Would like awareness training and education for staff
- **96%** said they would like menopause awareness training for managers & HR
- **93%** said they would like to see a menopause in the workplace policy introduced at work.

EMPLOYER SURVEY

272 HR managers,
Sep-Oct 2
by IBEC

79% of respondents to this survey stated that menopause is relevant to their organisation.

25% of respondents said that it was ‘very likely’ that they would introduce menopause specific supports in the next 1 – 2 years.



Of the supports provided to menopausal women in the workplace, the availability of supports through the company EAP service was the most common (**70%**), with flexibilities such as ability to schedule annual leave around appointments (**47%**), and option to avail of flexible working if needed (**39%**) also being popular. (**46%**) stated that their employees can avail of paid sick leave where needed.

Of these companies, the most popular supports planned for the future were

- Education and training for management/HR (**74%**)
- Communications/events to increase employee awareness (**70%**)
- A specific company policy on menopause (**62%**)
- Menopause champions/ambassadors or similar (**48%**)
- Supports available through the EAP service (**46%**)

KEY FINDINGS:

