



# Impact of Perimenopause and Menopause on Work

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## Introduction:

Previous research has shown that around 20% of menopausal women consider leaving work or reducing their hours due to symptoms such as fatigue, memory problems and anxiety. This study involved both perimenopausal and menopausal women, and asked about their sickness certificates and treatments offered.

## Methods:

An online questionnaire was shared on various perimenopause and menopause related social media platforms. The questionnaire was open for two days and involved 12 questions.

## Results:

**3,809**

women completed the survey and...

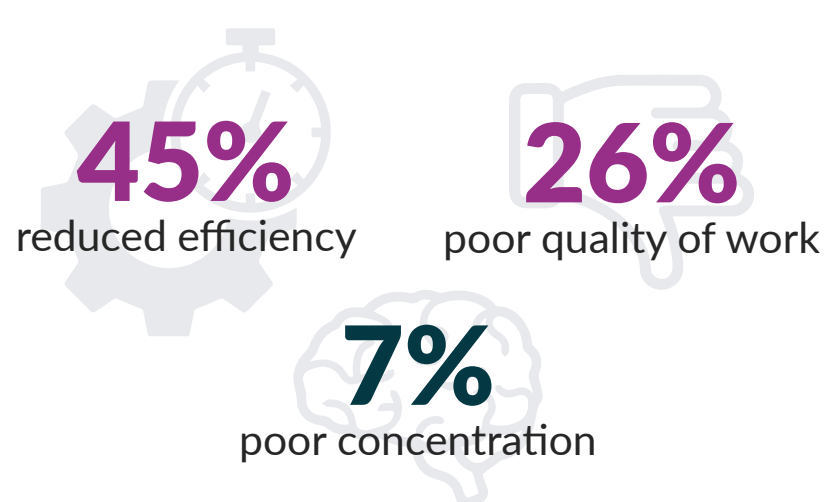


**99%** replied that their perimenopausal or menopausal symptoms had negatively impacted their work; this impact was graded as 'significant' in over a third.

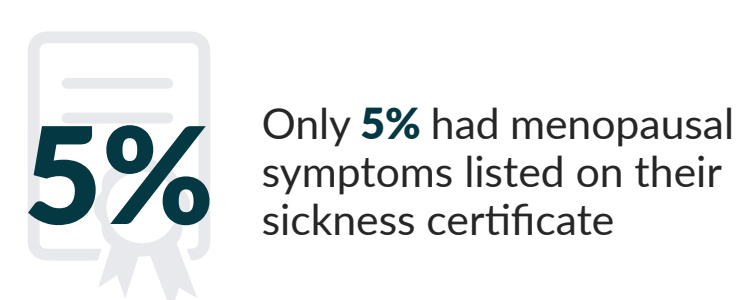
## Taking time off



## Reasons for time off



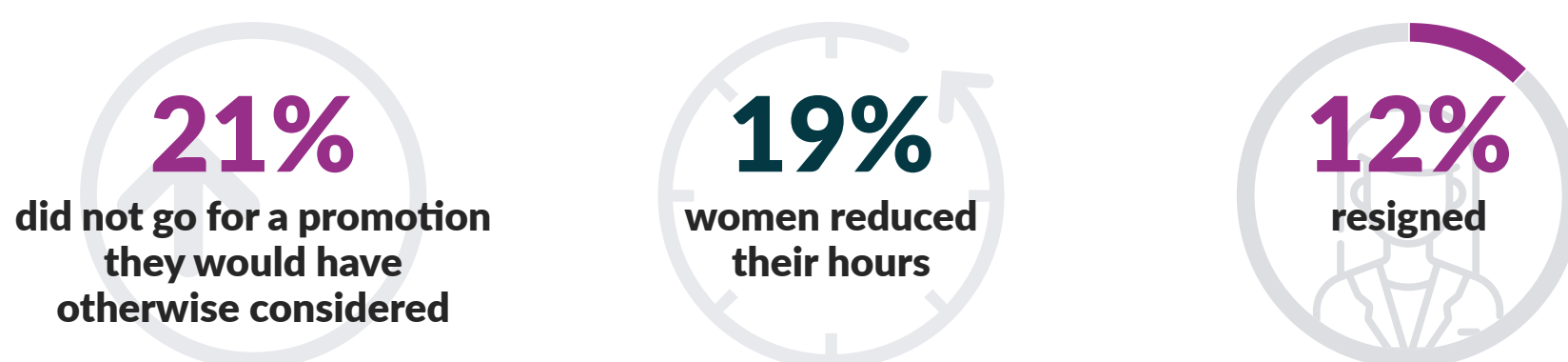
## Sickness reasons



Over a third who had a sickness certificate issued for their menopausal symptoms had **anxiety or stress documented** as the reason.



## Outcomes for women



## Discussion:

As 77% of NHS workforce are women and 40% of these will be perimenopausal and menopausal, it is likely that many are having time off work or leaving their jobs as a direct consequence of their perimenopause or menopause. This needs to be urgently addressed to improve job retention of experienced staff and aid the current crisis within NHS vacancies and retention.

More women should have access to HRT which provides more benefits than risks and will improve symptoms which is likely to enable women to stay at work.

Antidepressants should not be given to improve low mood associated with the perimenopause or menopause as there is no evidence to support their use.