

Menopause 101



A comprehensive guide to better supporting employees through menopause

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Although menopause is a natural phase in many peoples' lives, it is often stigmatized, misunderstood, and undertreated.

At work, employees frequently navigate disruptive symptoms, like brain fog, fatigue, and hot flashes, while trying to remain productive and engaged. And with [20% of employees](#) experiencing menopause annually, its impact on employers can be equally significant.

The hidden costs of overlooking menopause support are substantial for employers, including reduced leadership diversity, increased turnover, lower productivity, and higher healthcare costs. By implementing comprehensive menopause programs, you can ease the burden on employees and foster a more supportive, age-inclusive, and high-performing workplace.

This guide will provide you with the knowledge you need to understand menopause and examine its hidden costs, as well as actionable steps to better support employees experiencing menopause.

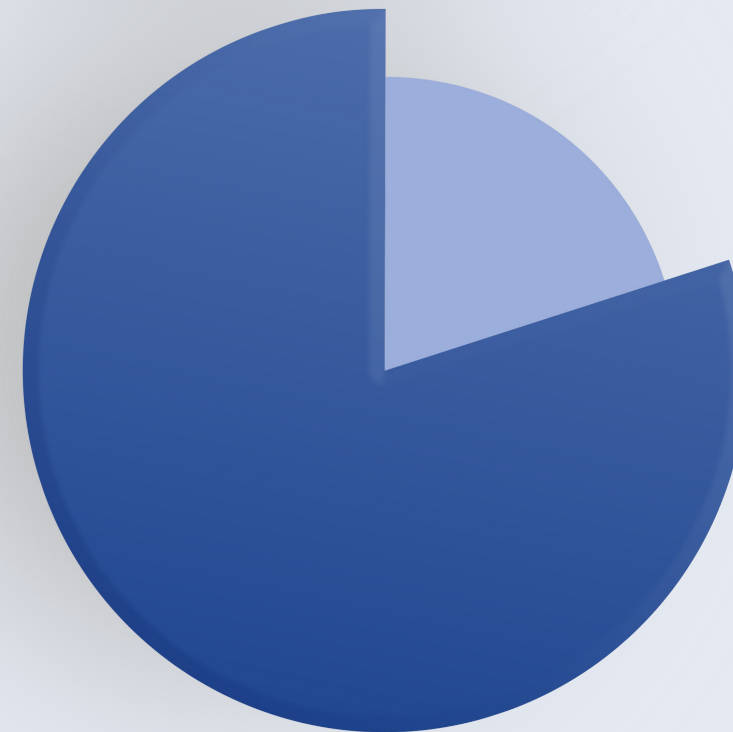
What is menopause?

A person enters menopause when they've gone 12 months without a period. But the time leading up to that point—referred to as perimenopause—typically lasts between three and seven years. During perimenopause, they'll experience fluctuations in their levels of estrogen and progesterone, as well as a number of physiological changes.



75%

of menopausal women will experience some vasomotor symptoms, the most common among them being hot flashes and brain fog



80%

of OB-GYN residents indicate they are "barely comfortable" discussing or treating menopause

Phases of menopause



LATE 30s TO EARLY 40s

Premature and early menopause

Premature: Before the age of 40
(affects <1% of women)

Early: Before the age of 45
(affects <5% of women)

Potentially caused by a hysterectomy, chromosomal abnormalities, or side effects from radiation therapy.



EARLY 40s

Perimenopause

This phase marks the transition into menopause when estrogen levels drop and eggs gradually stop being released.

This stage usually starts between ages 40-45, and lasts about four years on average.



MID TO LATE 40s

Menopause

Officially starts after 12 months without a period.

At this point, ovaries have completely stopped releasing eggs.

Pregnancy is no longer possible without fertility treatment and frozen or donor eggs.



EARLY 50s TO LATE 60s

Postmenopause

Menopause is now over; however, some symptoms may continue for up to 10 years.

Women see increased risk for conditions like osteoporosis and heart disease.

How menopause impacts people at work



Physical symptoms

Menopause can cause a range of physical symptoms, unique to each individual, that may affect work performance. These symptoms can include hot flashes, night sweats, fatigue, joint pain, and sleep disturbances—making it difficult for employees to concentrate or maintain productivity throughout the day.



Emotional and psychological changes

Hormonal changes during menopause can lead to mood swings, irritability, anxiety, and depression. These changes can make it tough to manage work stress or work collaboratively with other employees.



Cognitive function

Some people experience memory lapses, difficulty concentrating, or brain fog during menopause. These challenges can affect their ability to perform tasks that require attention to detail, problem-solving, or multitasking.

The hidden costs of menopause

The effects of menopause are often overlooked and undertreated, leading to hidden costs for your company and your employees alike. By not supporting employees during menopause, you may lose leadership diversity, lower productivity, and increase healthcare expenses.





Fewer women in leadership roles

Employees are leaving the workforce due to a lack of menopause support—often women who are at the height of their careers and in leadership roles. Companies see this reduction in diversity reflected in their bottom line, as diverse teams [outperform homogeneous ones by over 35%](#).

1 in 10

women who have worked through menopause have [left a job because of their symptoms](#)

200%

Replacing an employee in a leadership position [can cost up to 200% of the employee's annual salary](#)

Productivity loss

Employees' productivity can be impacted by menopause symptoms like fatigue, hot flashes, and brain fog. By not providing employees with the tools to better manage menopause symptoms, you risk impacting your bottom line.



\$150B

Global productivity losses from menopause top \$150 billion per year

Menopausal women experiencing severe symptoms lost over 14 days of productivity every year. Symptoms include:



Trouble sleeping



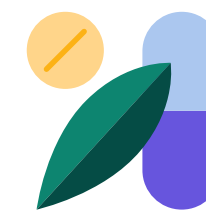
Hot flashes



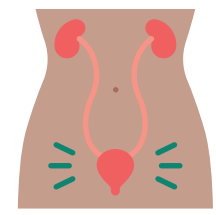
Brain fog



Mood swings



Heart palpitations



Urinary symptoms



\$2,100

in direct and indirect healthcare costs per employee per year driven by menopause

\$400

increase in pharmacy costs among employees with menopause

Increased healthcare costs

Companies and employees alike incur additional costs related to managing menopause symptoms. Women experiencing menopause [use healthcare services](#) more frequently than those who aren't, driving increased healthcare costs and higher insurance premiums.

6 steps to creating a more menopause-friendly workplace

The hidden costs of menopause impact both your company and your employees, but people leaders are well-positioned to mitigate these negative effects. Designing a workplace that truly supports and empowers employees in this phase of life can help reduce menopause stigma, boost productivity, and foster a more inclusive work environment.



1. Increase access to specialty care

With the [majority of OB-GYN residents](#) feeling uncomfortable with treating menopause, many employees are left without adequate support from the healthcare system. You can fill these gaps in care by offering your teams virtual access to healthcare providers, like endocrinologists or mental health counselors, who specialize in menopause care. This expert support ensures employees are able to receive the treatments they need to better manage their symptoms at work and at home.

2. Provide education and resources

Providing employees with resources can make a tangible difference in their ability to navigate menopause. [One survey found](#) that 64% of women said that more information and support in the workplace could help them better manage their symptoms. Clinically-vetted articles, virtual classes, and peer communities can provide employees with a trusted source of information along their menopause journey.



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3. Offer flexible work arrangements

Many menopause symptoms, such as hot flashes and fatigue, can make it difficult for women to adhere to a strict work schedule. Flexible work arrangements, like remote or hybrid work options and adjustable work hours, can alleviate some of the pressure associated with menopause. [Studies reveal](#) that flexible work arrangements significantly improved the quality of life for women experiencing menopause.

4. Adjust the physical work environment

Environmental factors can exacerbate menopause symptoms. By making simple adjustments to the workplace, such as improving ventilation, providing temperature control options, and offering access to relaxation spaces, you can create a more comfortable environment for employees experiencing menopause.



5. Encourage a supportive, communicative atmosphere

Many people experiencing menopause feel isolated at home and in the workplace. A [2019 study](#) found that less than a third of employees with menopause symptoms felt supported by their managers. Open communication and a supportive atmosphere are essential in helping employees feel comfortable discussing their menopause-related needs and promoting an inclusive workplace culture. Managers and employees can undergo training to better understand and address the specific challenges menopause poses for employees.



1 in 3

menopausal employees felt supported by their managers

6. Offer wellness programs

Wellness programs that focus on stress reduction and nourishing habits can benefit all employees, but they are especially helpful for those experiencing menopause. By offering programs such as yoga classes or mindfulness sessions, you can promote overall well-being and help employees better manage menopause symptoms.

How Maven supports employees through menopause

The menopause journey is closely linked to other aspects of emotional and physical health—which is why Maven focuses on inclusive, holistic, and specialized support that treats the whole person, not just symptoms.



Maven members experiencing menopause receive:

Early identification of menopausal symptoms and treatment guidance for chronic conditions

24/7 virtual access to menopause specialists for coaching and second opinions

Dedicated Care Advocates providing hands-on support and navigation on and off of Maven

1:1 mental health support throughout their menopause journey

Guided education and provider-moderated drop-in groups to connect with peers on a similar journey

The option for seamless employer reimbursement for menopause-related expenses through Maven Wallet





Maven is a digital health platform for reproductive and family health, offering 24/7 access to dedicated Care Advocates and virtual menopause specialists. Maven also offers clinically sound education and provider-moderated drop-in groups to support employees throughout their menopause journey and connect them with others in the same phase of life.

By offering members high-touch care navigation, specialized care teams, and evidence-based care management programs, Maven delivers the right care at the right time. To learn more, [get in touch with us today.](#)