

FOR THE WORKPLACE

Menopause at work

What changes, how common it is, and what a team might see.

WHAT IT IS

Menopause usually happens between 45 and 55, and the average age in the UK is 51. Symptoms often begin months or years before periods stop, in perimenopause.[1,2]

About 1 in 100 women reach menopause before 40.[1] Trans, non-binary and intersex people can have symptoms too.[3]

THREE STAGES

Perimenopause — hormones change, symptoms may begin

Menopause — 12 months without a period

Postmenopause — symptoms can continue

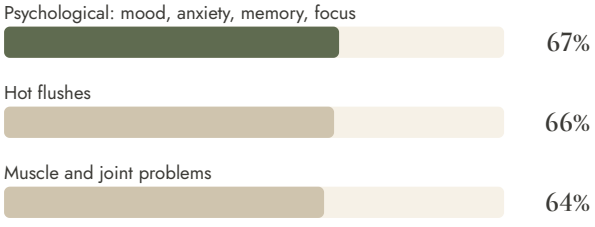
Most symptoms last around 4 years from the last period; for about 1 in 10, up to 12 years.[3,4]

73%
of working women aged 40 to 60 have had menopause symptoms.[5]

67%
of them say the symptoms had a mostly negative effect on them at work.[5]

68%
of women aged 45 to 54 say perimenopause or menopause symptoms contributed to burnout.[6]

MOST REPORTED SYMPTOMS, OF THOSE WITH SYMPTOMS



Working women aged 40 to 60.[5]

STAYING IN WORK

53% have been unable to go into work at some point because of symptoms.[5]

1 in 6 have considered leaving because of a lack of support, and a further 6% have left.[5]

Shared as a place to begin a conversation. I am a guide and coach; for medical or legal advice, a GP, occupational health or a legal adviser is the right person. If you need someone now, NHS 24 is on 111 and Samaritans on 116 123, free, day or night.

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What a working day can hold

A person might be living with

- Finding it harder to concentrate, and feeling more stress.[5]
- Mood changes, anxiety, memory loss, panic attacks or loss of confidence.[5]
- Hot flushes, and muscle and joint pain.[5]
- More stress when unsupported: 75% of those who feel unsupported report more stress, against 68% of those who feel supported.[5]

A team might notice

- A colleague stepping back from progression: 27% say menopause has had a negative impact on their career progression.[5]
- A bigger impact for some: 36% of women with a disability or long-term condition, and 38% from an ethnic minority background, report it.[5]
- Experienced people thinking of leaving: around 1 in 6, with a further 6% having left.[5]
- Colleagues as the first support: women feel most supported by the people they work alongside.[5]

Worth knowing in Scotland

- Flexible working and being able to control the temperature are seen as the most helpful support at work.[5]
- Only around a quarter of women say their organisation has a menopause policy or other support in place.[5]
- From spring 2027, employers in Great Britain with 250 or more employees will have to publish an action plan that includes menopause support, under the Employment Rights Act 2025. Smaller employers are encouraged to as well.[7]

WHERE TO FIND OUT MORE

NHS inform
nhsinform.scot

Age UK
ageuk.org.uk

CIPD
cipd.org, menopause at work

Acas
acas.org.uk

SOURCES

1. NICE (2015, updated). Menopause: identification and management, NG23, context. nice.org.uk
2. NHS Wales. The Practice of Health: Menopause. thepracticeofhealth.nhs.wales
3. Age UK. Menopause symptoms and support. ageuk.org.uk
4. NHS 111 Wales. Menopause. 111.wales.nhs.uk
5. CIPD (2023). Menopause in the workplace: employee experiences in 2023. 2,185 women aged 40 to 60 in work. cipd.org
6. Mental Health UK (2026). The Burnout Report 2026. mentalhealth-uk.org
7. CIPD (2026). Employment Rights Act 2025: equality action plans. cipd.org. Thorntons (2026), Gender equality action plans. thorntons-law.co.uk

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