

How to talk to your boss

Talk Business

It makes sense to be supportive and compliant



Respond to demographic trends

In the context of an ageing population and labour shortages, retention of experienced women is critical for individual businesses and the economy overall.

- Menopause typically occurs between the ages of 45 and 55. Eighty one per cent of women aged 45-59 are in the workforce.
- Workforce participation of older women is increasing. Over the past 40 years, participation by women aged 55 to 64 years has risen from around 20% to 60% (ABS). This segment of the workforce is only expected to grow.



Ensure Compliance

Workplaces are legally required to provide a safe and discrimination-free work environment. This includes a duty to ensure the physical and psychosocial working conditions do not adversely impact on health. With the number of menopause-related tribunals increasing, it makes sense to reduce the risks to your organisation.



Do the Right Thing

Protecting women's economic participation as they get older is important for women's financial wellbeing, as well the national economy. Current estimates suggest that Australian women who quit early or go part time due to menopause are losing out on \$17 billion dollars each year in lost super and salary (AIST).



Protect Productivity

While many people transition through menopause without any problems a significant number will struggle.

- About half of working menopausal women say the symptoms make work more difficult.
- 17% of Australian midlife women take an extended break from work due to menopause. (Jean Hailes National Women's Health Survey, 2023)

It doesn't have to be this way.

"Most of the women who reduced their seniority or left their roles believed that had they known more about the menopause and been given support, they would have stayed or progressed."
2021 UK study of 2,400 women

A supportive workplace makes a real difference. Evaluation data from Menopause at Work programs shows that education & support can **double** the number of women who say they now feel confident to manage their symptoms and remain successful in their roles.

Visit menopauseatworkasiapacific.com to explore how we can help your organisation enjoy these benefits also.