

Why Perimenopause and Menopause are a Workplace Priority

Because no one should have to choose between their health and their career.



About 25% of the U.S. workforce is going through some stage of perimenopause and menopause (Bayer/FPA).



Labor force participation drops significantly after age 55 reflecting difficulties staying in the workforce during and after menopause (Bayer/FPA).



These impacts contribute to an estimated \$1.8 billion in lost work time each year in the U.S (Mayo Clinic).

If a highly experienced employee with a salary of \$75,000 leaves a job due to perimenopause or menopause symptoms, it will cost their employer up to \$150,000 to replace them.

How Workplaces Can Support the Perimenopause and Menopause

- Normalize open conversations about perimenopause and menopause symptoms.
- Provide flexible work options and accommodations tailored to individual needs.
- Train managers to recognize and support employees navigating the pause.
- Offer access to educational resources and wellness programs.
- Foster an inclusive culture that values the experience and expertise for all.

