Break through the stigma
Menopause in the workplace
Approximately 1.3 million women in the U.S. will enter menopause each year\textsuperscript{1} and 20\% of the workforce are in some phase of menopause transition,\textsuperscript{2} yet the word “menopause” is rarely uttered, and seldom heard, in workplaces across the country. Often felt to be “too personal” or “taboo,” employees and employers are simply not talking about it. But that’s about to change.

Bank of America, in partnership with the National Menopause Foundation, is championing a broader conversation on menopause in the workplace through groundbreaking research reflecting the perspectives of female employees and male and female HR benefit managers. In an effort to end the silent suffering of women trying to simultaneously manage menopause symptoms, stigma and careers, we are addressing the topic head-on, with the respect and compassion it deserves. Our goal is to ensure a better understanding of menopause, its impact on women in the workforce and what can be done to support them.

I think you will find this report incredibly eye-opening, as it reveals a number of disconnects between employees and employers on topics such as company culture regarding menopause and how often employees are talking to HR about their needs. The findings on menopause-specific benefits may also interest you, with a look at the positive impact these benefits can have — on employees and employers alike.

Let’s turn the insights from this report into actions that can help women in all life stages bring their best selves to work.

“Women should not be embarrassed about the menopausal symptoms they experience, or fear being discriminated against in the workplace because of them. We hope this research will inspire positive change in how people perceive, understand and experience menopause and drive a call to action to go beyond the status quo to support women in this stage of life.”

— Claire Gill, founder, National Menopause Foundation

\textsuperscript{1} National Menopause Foundation
\textsuperscript{2} Letstalkmenopause.org, as of April 2023

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Key findings

- The study reveals a number of disconnects between how employers feel they are supporting their women employees and how well those employees feel supported.

- A positive company culture regarding menopause is cited more than twice as often by employers than employees.

- Most employees and HR benefit managers agree menopause is a life stage rather than a medical issue.

- More than half of women do not feel comfortable discussing menopause in the workplace because it feels too personal.

- There’s a 73-point gap between HR benefit managers (76%) who say they discuss menopause-related issues with employees and female employees (3%) who say they have talked about menopause with HR.

- Half of women say menopause has had at least a slight negative impact on their work life, including the effects of lack of sleep.

- Many employers say they offer menopause-related benefits while only one-third of employees say they are aware of the benefits offered.

- Only 14% of employees say their employers recognize the need for menopause-related benefits, and the primary reason employers don’t offer menopausal benefits is that employees haven’t asked for them.

- The majority of those who have access to menopause-specific benefits say they have had a positive impact on their work in at least one way, mostly by allowing them to bring their best selves to work.

- Women who have access to menopause benefits are significantly more likely to recommend their company as a great place to work as well as the products and services it sells.
Perceptions of menopause and how they shape workplace culture

Comfort talking about menopause at work

Impact of menopause

Menopause-related workplace benefits

Actions to consider

About this study

“Menopause takes a physical and emotional toll on women, more so than financial, as they simultaneously try to manage symptoms, stigma and careers. And solutions are likewise not focused on money, but on creating an open and supportive culture, policies and benefits that can help women feel good about themselves and the company they work for.”

— Lisa Margetson
Managing Director
Retirement Research & Insights
Bank of America

MENOPAUSE
The final menstrual period, confirmed after 12 consecutive months without a period, marking the permanent end of menstruation and fertility. It is a normal, natural event associated with reduced functioning of the ovaries, resulting in lower levels of ovarian hormones (primarily estrogen).
Perceptions of menopause and how they shape workplace culture

**Attitudes about menopause reveal there’s work to be done to support female employees**

- **81%**: There is a need for better education on menopause before, during and after it starts
- **74%**: I understand how hormones affect multiple aspects of my health
- **70%**: I am open to a range of solutions to help my menopausal symptoms
- **60%**: Menopause is generally stigmatized
- **59%**: I am interested in tech innovations centered on identifying and managing menopause
- **57%**: Menopause was/is/would be/could be disruptive to my personal life
- **52%**: Finding helpful information about menopause is easy
- **42%**: Menopause was/is/would be/could be disruptive to my work life
- **39%**: The thought of menopause causes me stress
- **37%**: Menopause is a taboo subject

"Menopause is a taboo subject overall in society, including among women. It will take some successful and courageous women to talk about it to break the stigma. Employers should encourage this."

— Female employee survey respondent, age 52

**ONLY 14% of women feel their employers recognize the need for menopause-related benefits.**
Most employees and HR benefit managers agree menopause is a life stage rather than a medical issue.

- 89% of employees view menopause as a life stage.
- 67% of employers agree menopause is a life stage.
- 11% of employees consider menopause a medical issue.
- 33% of employers view menopause as a medical issue.

“It’s a stage of life that will be experienced, so why not meet it head-on?”

— Female survey respondent, age 52
Many women are unclear about their company’s culture regarding menopause.

- **32%** positive: Supported, Comfortable, Respected
- **27%** negative: Dismissive, Taboo, Misunderstood, Stigmatized
- **41%** don’t know

2 in 5 women don’t know what culture their organization has when it comes to discussing menopause. The remaining are almost evenly split between positive and negative attitudes.
Female employees are more likely to feel positive about their company culture when they have:

- **A female manager**
  - 37% female manager
  - 22% male manager

- **Access to menopause-specific benefits**
  - 47% benefits
  - 25% no benefits

HR manager views on company culture differ by gender

The majority of female benefit managers view their company in a positive light, but when compared to their male colleagues, they are more likely to report that menopause in their company is misunderstood, taboo or stigmatized.

"Since I work in a primarily male-dominated industry, it is kind of stigmatized about getting older as a woman and still performing the job…"

— Female employee survey respondent, age 45

More than half of employers feel they have a positive menopause culture even when they don’t offer menopause benefits.
Different points of view on culture surrounding menopause

Employers are more than twice as likely as employees to have a positive perception of their company culture regarding menopause.

“Creating an open dialogue on menopause in the workplace is imperative to correcting any misconceptions about women experiencing this life stage. It can start with something as foundational as creating a policy about menopause and then communicate, communicate, communicate! Just hearing menopause talked about in the workplace can go a long way toward creating a more positive work environment for all.”

— Cynthia Hutchins
Director of Financial Gerontology
Bank of America
Comfort talking about menopause at work

Concern about what others might think could deter women from talking about menopause

58% of peri- and post-menopausal women say they don’t feel comfortable discussing their menopause symptoms at work, primarily because it is too personal; but they are also concerned about how they might be judged by their coworkers.

80% Too personal
32% Perceive me as old
28% Embarrassing to talk about my body
23% Don’t want peers to treat me differently
18% Won’t be respected by male peers
16% Peers will not think I can do my job well
9% Fear what others will think

Female employees are likely to feel more comfortable talking about menopause when they have:

A female manager

48% female manager
34% male manager

Access to menopause-specific benefits

55% benefits
38% no benefits

“My coworkers and I talk a little about menopause, but our employer doesn’t say anything about it.”
— Female employee survey respondent, age 43

“I think menopause discussions would bring unwanted attention to women.”
— Female employee survey respondent, age 43
Are employees and employers connecting?

Most employers believe that employees are comfortable discussing menopause with HR, and less so with peers or direct managers. But among employees that report feeling comfortable talking about menopause at work, the reverse is true—they are more likely to say they discuss with a few close colleagues, or not at all.

![Bar chart showing comfort levels](chart)

**Feel comfortable talking to HR**

<table>
<thead>
<tr>
<th>FEMALE EMPLOYEES</th>
<th>HR MANAGERS</th>
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<tbody>
<tr>
<td>46%</td>
<td>76%</td>
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**Feel comfortable talking to co-workers**

<table>
<thead>
<tr>
<th>FEMALE EMPLOYEES</th>
<th>HR MANAGERS</th>
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<tbody>
<tr>
<td>95%</td>
<td>89%</td>
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<tr>
<td>50%</td>
<td>50%</td>
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</table>

**Feel comfortable talking to managers**

<table>
<thead>
<tr>
<th>FEMALE EMPLOYEES</th>
<th>HR MANAGERS</th>
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<tbody>
<tr>
<td>64%</td>
<td>40%</td>
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There is a clear disconnect

76% of HR benefit managers say they discuss menopause with their employees either regularly or sometimes.

Only 3% of peri-post menopausal employees say they have talked about menopause with HR.
Impact of menopause

Impact on work life

51% of peri- and post-menopausal employees report menopause has had at least a slight negative impact on their work life, while 49% report it having no impact. The majority of those who report "no impact" are post-menopause, and generational attitudes could play a role in how they view its impact on their lives.

Impact on life

(Extremely/very impactful)

- Sleep: 45%
- Mental health/mood: 30%
- Physical health: 20%
- Relationships with partner/family: 20%
- Ability to focus on work: 17%
- Daily activities: 15%
- Career progression: 9%

"Not getting good sleep probably was somewhat harmful, especially if it went on too long."
— Female employee survey respondent, age 59

Awareness of the ways menopause can affect women varies between employees and employers.

14 Female employees are aware of an average of 14 menopausal symptoms
7 While employers report knowledge of about half as many

Not getting good sleep probably was somewhat harmful, especially if it went on too long.
— Female employee survey respondent, age 59
Who’s responsible for addressing the impact of menopause in the workplace?

While female employees see the responsibility to be more on themselves, employers see it as equally shared.

### Employees
- 70% Employee’s responsibility
- 30% Employer’s responsibility

### Employers
- 49% Employee’s responsibility
- 51% Employer’s responsibility
Many employers say they offer menopause benefits, but many are not menopause specific, and most employees are not aware of them.

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Awareness</th>
<th>Use of Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to menopause health professionals</td>
<td>1 in 3</td>
<td></td>
</tr>
<tr>
<td>Menopause policy (time off, flexible work arrangements, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hormone replacement therapy covered by health insurance plan(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lifestyle Spending Account (LSA) with approved use for menopause-related services</td>
<td></td>
<td></td>
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<tr>
<td>Menopause awareness sessions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cooling rooms</td>
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</tbody>
</table>

"Menopause doesn’t tend to come up too much in discussions, so it’s never been made known how employees would feel about related benefits. I definitely think it’s worth looking into and discussing, as I know it can be an uncomfortable topic and experience, and I want our employees to feel supported."

— HR benefits manager survey respondent, female, age 27

The number ONE reason employers don’t offer menopause benefits: Employees haven’t asked for them.
What do women want?

Nearly two-thirds of women say they want some kind of menopause-related benefit. Simply having a clear policy on menopause is the most common.

Benefits wanted:

- Menopause policy: 31%
- Hormone replacement therapy covered by health insurance: 20%
- Access to menopause health professionals: 19%
- Menopause awareness sessions: 17%
- LSA with approved use for menopause-related services: 10%
- Cooling rooms: 10%

Women who have access to these benefits say that they have had a positive impact on their work

Positive impact of access to menopause benefits:

- Ability to bring my best self to work: 40%
- Ability to competently do my job: 31%
- Ability to deal with co-workers effectively: 22%
- Ability to get promoted/move up in the company: 13%

“It’s hard to implement something like this that is so personal and embarrassing for people. If they have a cooling room, for example, using it will essentially label that person menopausal.”

— Female employee survey respondent, age 40
More employer support for women going through menopause could have a positive impact in the workplace

Women say they would feel more:

- Supported by the company: 49%
- Connected to the company: 30%
- Confident working for the company: 28%
- Heard by the company: 28%
- Inclined to advance career with company: 17%
- Wouldn’t feel any different about employer: 31%

Employers believe they would see improvement in employee:

- Loyalty: 63%
- Productivity: 61%
- Engagement: 58%
- Retention: 57%
- Client relationships: 57%
- Referrals: 54%
- Company financials: 51%
- Absenteeism: 50%
Offering menopause benefits can turn employees into brand ambassadors

When thinking about benefit programs and accommodations offered by their employer, women with access to menopausal benefits are more likely to:

- **Recommend employer as a great place to work**
  - 83% with menopausal benefits
  - 69% no menopausal benefits

- **Recommend company’s products and services**
  - 84% with menopausal benefits
  - 69% no menopausal benefits
Actions to consider

“Reducing the stigma around menopause is the most crucial thing businesses can do.”
— HR benefits manager survey respondent

Talk about menopause openly and often to help increase awareness and understanding of menopause and create a culture of caring where women can feel more comfortable to communicate their needs.

Offer manager training as well as educational sessions and resources specifically on menopause.

Regularly engage employees in a dialogue about how your company can be more supportive of their needs and ask for feedback on the value of your benefits offering. Show you’re listening by following up on their requests.

Create an employee network or peer support group focused on menopause, or introduce this topic to an existing group.

Consult with professionals who specialize in menopause support to identify ways you might be able to add or enhance menopause-related programs and policies, such as:

- Access to clinically sound education and health platform
- Resources and advocates for guidance on symptoms, treatments, referrals and the management of physical and emotional impacts
- Provider-managed support groups
- Direct access to specialists on the menopause journey
About this study

Methodology
These are the findings of two polls conducted by Ipsos between February 21 and March 8, 2023. The first was conducted among a sample of 500 human resource benefit decision makers from companies that have at least 1,000 employees. No post-hoc weights were applied to the data and findings reflect the opinion of these respondents. The second was conducted among 2,000 women ages 40-65 that are employed full-time at a company with 1,000 or more employees and have had a menstrual cycle. Both surveys were conducted online in English in the continental U.S., Alaska and Hawaii. Results among human resource benefit decision makers have a credibility interval of plus or minus 5.4 percentage points for all respondents. Results among employed women have a credibility interval of plus or minus 2.7 percentage points for all respondents. Survey content was developed by Ipsos in consultation with the Bank of America team. Bank of America, Merrill, their affiliates, and advisors are not affiliated with Ipsos. For additional details, please see the full methodology.

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