

# ***MENOPAUSE***

**WHAT IS IT, HOW DOES IT AFFECT  
THE WORKPLACE AND HOW TO  
CREATE AN ENVIRONMENT WHERE  
EVERY WOMAN CAN THRIVE!**

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# ***LET'S TALK ABOUT THE MENOPAUSE***

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What is menopause?

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Meno-pause

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Average age in the UK is  
51 years

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Ranges from 45-55 years



# ***A BRIEF HISTORY OF THE MENOPAUSE AND WOMEN AT WORK***

- In 1900 menopause happened at 57 years old, but life expectancy was only 59 years old
- Today menopause happens at 51 years old, but life expectancy is 83 years old
- In 1952, there were 1.3 million women aged over 50 working, however today there are 5.1 million

# ***WHAT IS THE MENOPAUSE?***

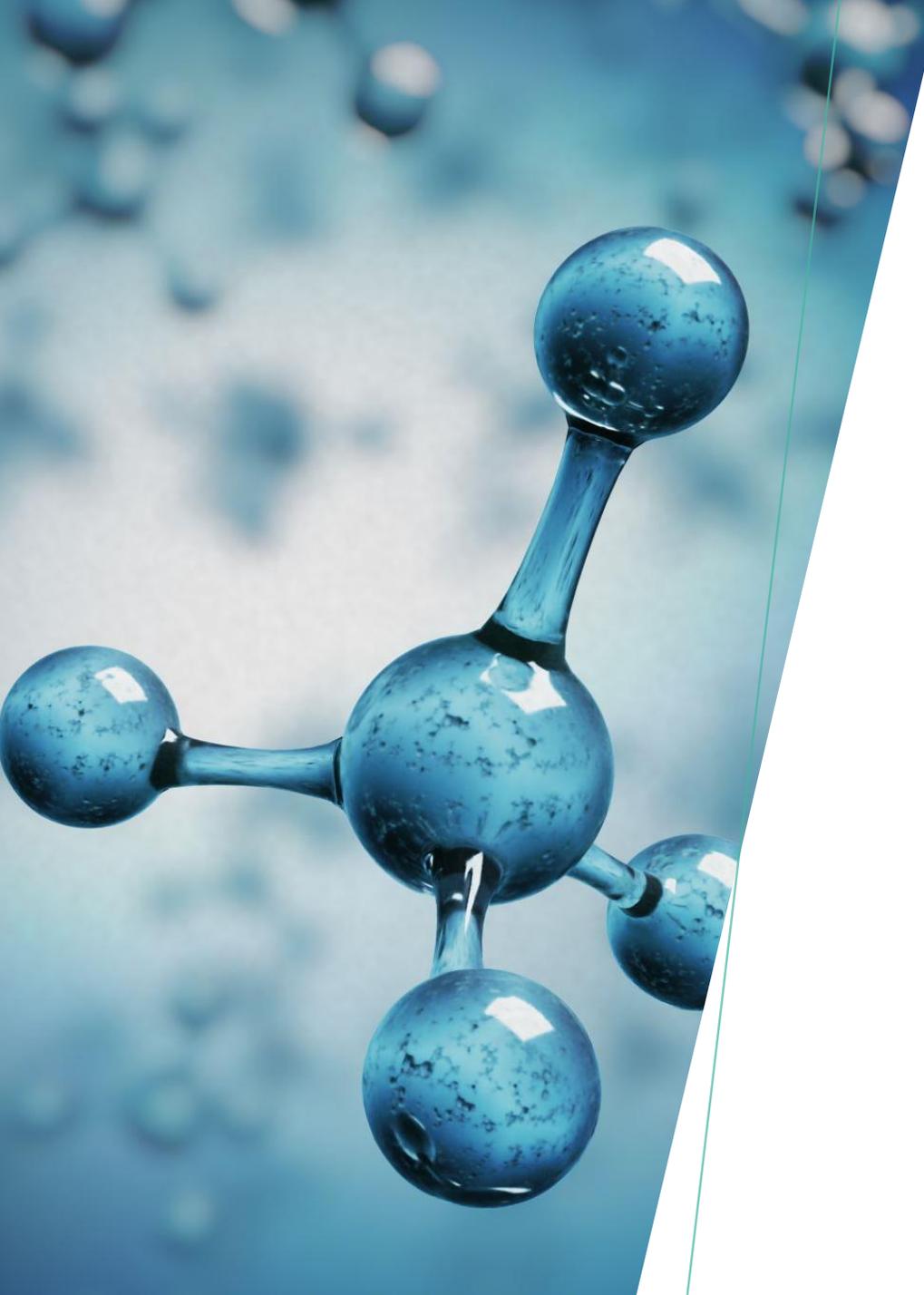
The period leading up to the menopause is known as the **PERIMENOPAUSE**

The perimenopause can last for up to 10 years

The **MENOPAUSE** is only one day

The time after your menopause is known as **POSTMENOPAUSE**

Postmenopause can be up to 40%+ of a woman's life

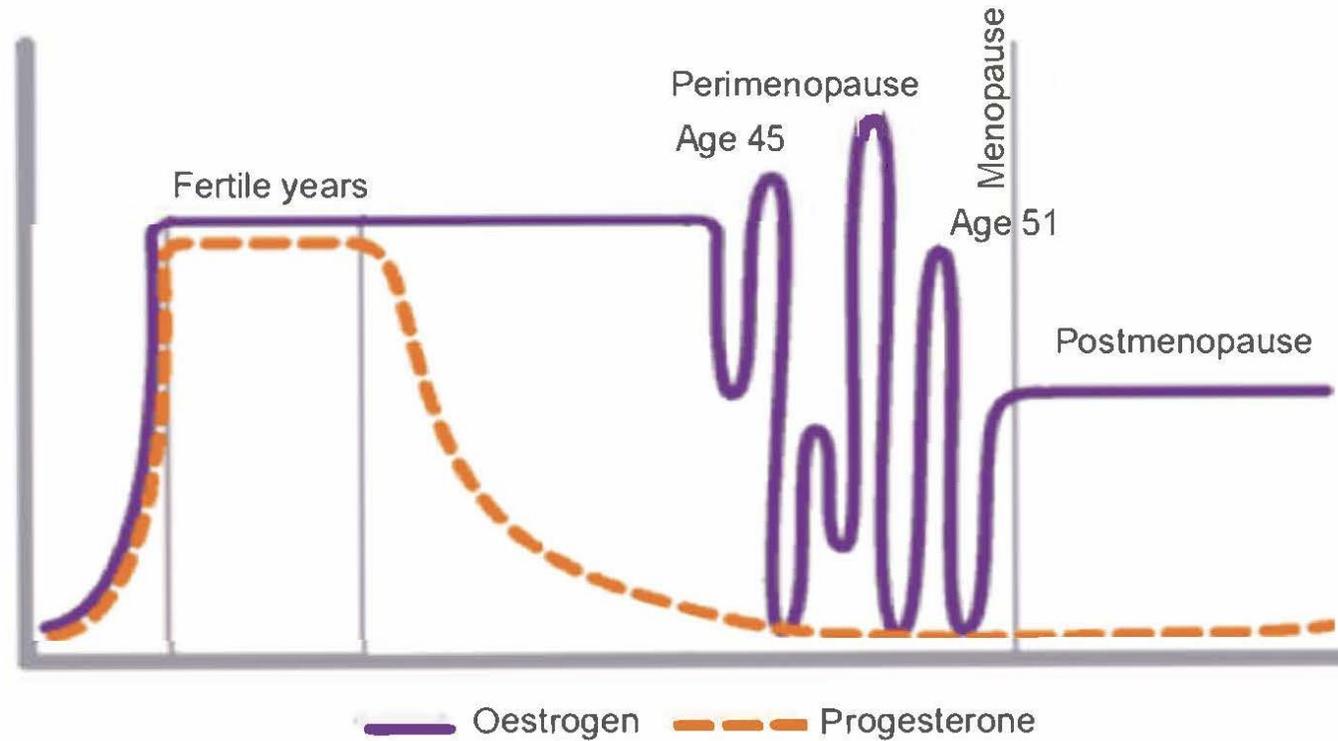


# ***HORMONES***

Oestrogen

Progesterone

Testosterone



<https://peakperformancemultisport.co.uk/using-bio-identical-hormones/>

# ***HORMONE CHANGES***

***MENOPAUS  
E IS A  
NATURAL  
TRANSITION  
BUT IS NOT  
ALWAYS AN  
EASY ONE***

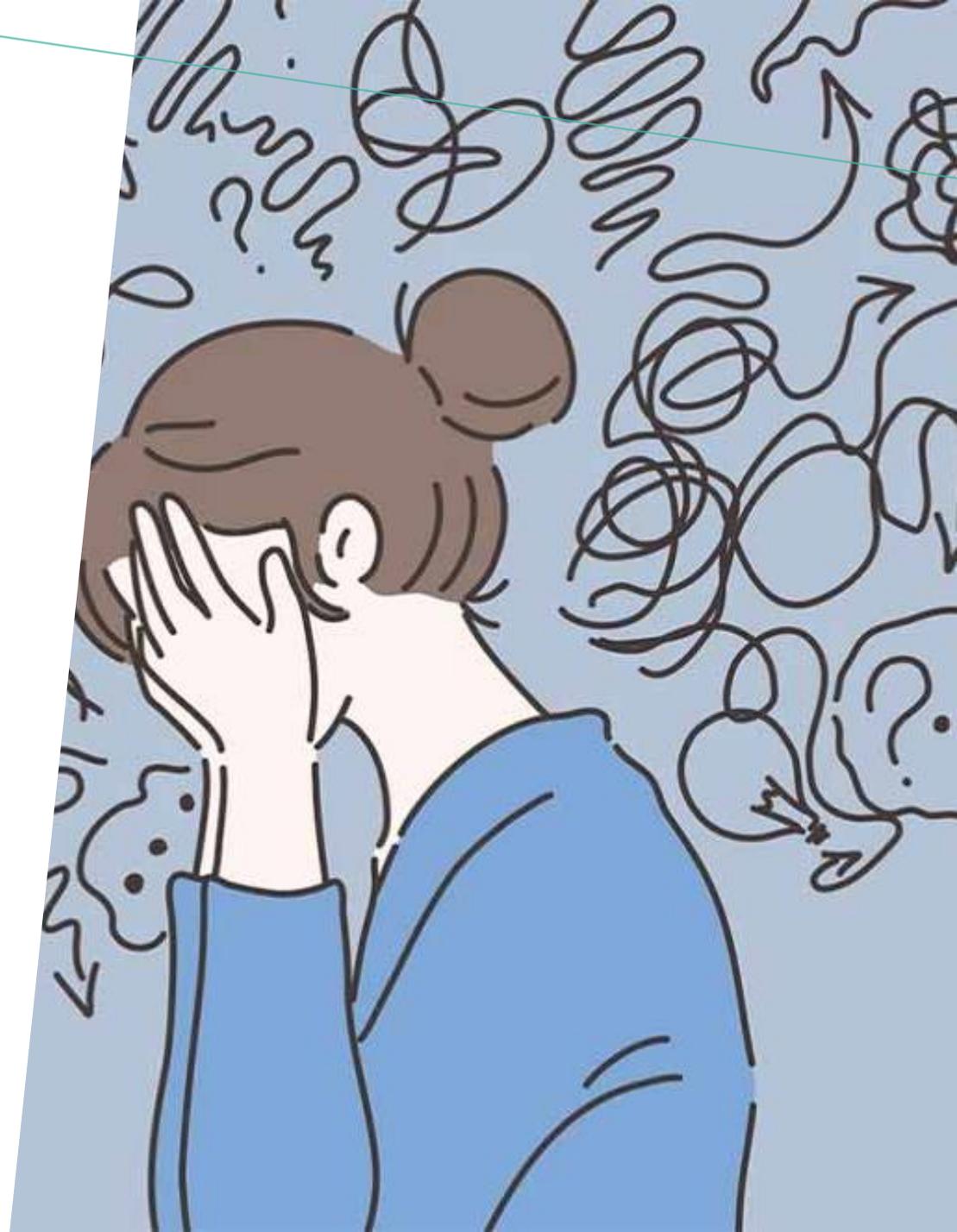
3 out of 4 women  
experience  
menopausal  
symptoms

1 in 4 women  
experience serious  
symptoms

# ***SYMPTOMS OF THE MENOPAUSE***

## **MENTAL HEALTH**

- Anxiety,
- Low mood
- Depression
- Mood swings
- Crying spells
- Irritability
- Paranoia



# ***SYMPTOMS OF THE MENOPAUSE***

## **BRAIN FUNCTION**

- Loss of confidence
- Brain fog
- Poor concentration
- Poor memory
- Loss of joy
- Reduced self esteem



# ***SYMPTOMS OF THE MENOPAUSE***

## **SLEEP AND ENERGY**

- Difficulty Sleeping
- Tiredness
- Lethargy
- Lacking in energy



# ***SYMPTOMS OF THE MENOPAUSE***

## **PHYSICAL APPEARANCE**

- Thinning hair
- Dry, itchy skin
- Dry eyes/ears/mouth
- Reduced skin elasticity
- Skin dryness
- Skin becoming thinner
- Acne





# ***SYMPTOMS OF THE MENOPAUSE***

## **STOMACH ISSUES**

- Incontinence
- Bloating
- Sudden intolerance to things
- Weight Gain



# ***SYMPTOMS OF THE MENOPAUSE***

## **PELVIC REGION**

- Vaginal dryness
- UTI's
- Loss of libido
- Vaginal atrophy
- Urogenital atrophy
- Incontinence

# ***SYMPTOMS OF THE MENOPAUSE***

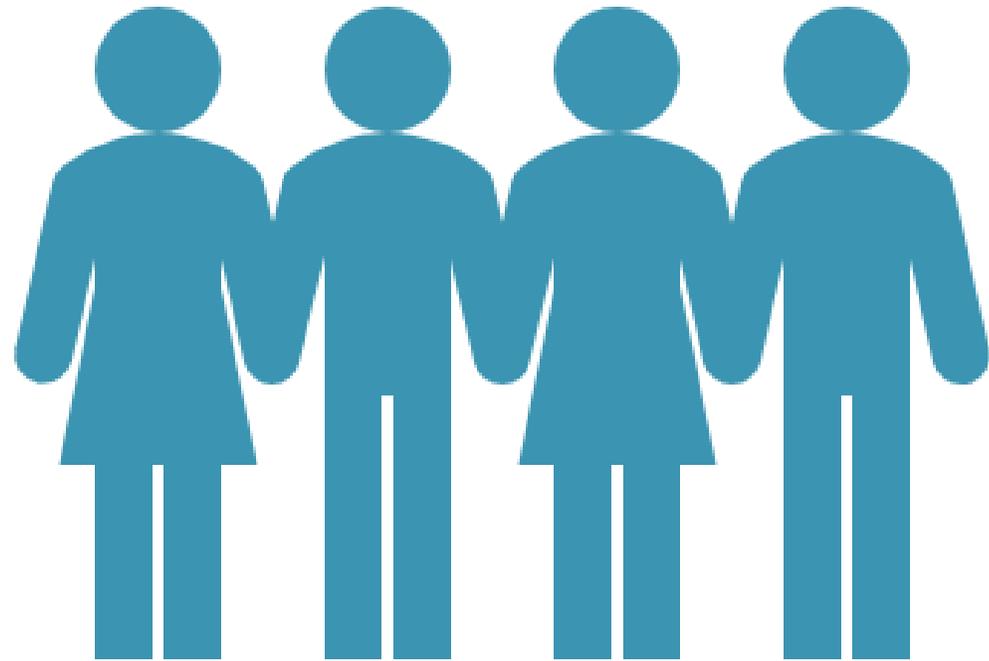
## **LESSER-KNOWN SYMPTOMS**

- Tinnitus
- Heart palpitations
- Feeling faint/dizzy
- Restless legs
- Changes to body odour
- Joint aches
- Electric shocks
- Headaches
- Cold flushes



***WHAT CAN WE  
DO TO SUPPORT  
WOMEN IN THIS  
STAGE OF LIFE,  
AT WORK?***





# ***EDUCATION AND REMOVING THE TABOO***

- Education
- Removing the taboo
- Create the right work environment
- Respect



# ***WORKPLACE ENVIRONMENT***

- Be mindful of seating arrangements if desk based
- Location within the office
- Access to bathroom facilities
- Access to cold drinking water
- A quiet place to take a break

# ***THINGS TO CONSIDER***



**UNIFORM  
CONSIDERATIONS**



**FLEXIBLE  
WORKING  
ARRANGEMENTS**



**CONSIDER DUTIES,  
CAN THEY BE  
ADAPTED?**

# ***KINDNESS AND A LISTENING EAR***

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How are you today?

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What are you going  
through?  
What do you need?

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How can I help you?

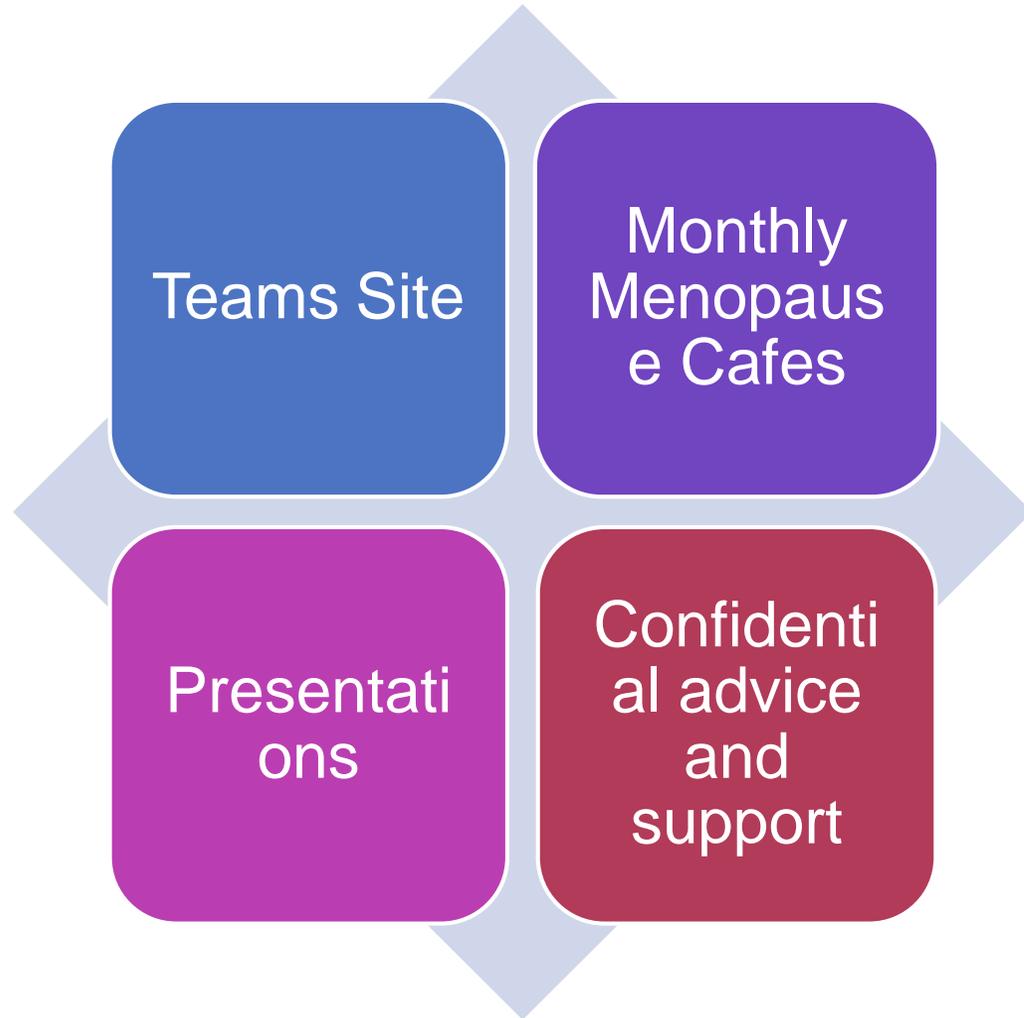


# ***UNIVERSITY OF WARWICK***

- Warwick Menopause Moodle Course
- Warwick Menopause Guidelines
- Warwick Menopause Passport
- Occupational Health
- Library books



# ***MENOPAUSE STAFF NETWORK***



# ***BENEFITS***



**SUPPORTS AN  
INCLUSIVE  
CULTURE**



**RETENTION  
OF  
EXPERIENCED  
AND SKILLED  
STAFF**



**REDUCES  
TIME OFF**



**IMPROVES  
PERFORMANC  
E AND  
MOTIVATION**



**BECOMES AN  
ATTRACTIVE  
EMPLOYER**



***THANK YOU***