

Tell us what you think



LET'S TALK ABOUT THE
MENOPAUSE
WORKFORCE SURVEY 2019

Overall 888 people completed this survey

Q. Which of the following best describes you? Please tick one box

| | |
|---|-----|
| Male | 11% |
| Pre-menopause - before the menopause | 18% |
| Surgical menopause - due to medical treatment | 6% |
| Peri-menopause - the lead up to the menopause | 22% |
| Menopause - periods have stopped and some women experience menopause symptoms | 32% |
| Post-menopause - out the other side after the menopause | 12% |

Q. At work do you manage or supervise any women? Please tick one box

| | |
|-----|-----|
| Yes | 35% |
| No | 65% |

Q. Which of the following symptoms of menopause are you aware of? Please tick all that apply

| | |
|--|-----|
| Brain fog / inability to think clearly / remember things | 85% |
| Breast tenderness / discomfort | 61% |
| Changes in eating patterns | 42% |
| Discomfort during sex | 56% |
| Discomfort passing urine | 24% |
| Disrupted sleep | 87% |
| Dry skin / hair | 64% |
| Eyesight changes | 42% |
| Feeling tense nervous or anxious / panicky / panic attacks | 76% |
| Feeling tired / lack of energy | 89% |
| Feeling unhappy or depressed | 77% |
| Headaches | 59% |
| Hot flushes during the day | 91% |
| Increased toilet visits | 44% |
| Feeling irritable / mood swings / emotional roller coaster | 83% |
| Loss of concentration | 74% |
| Loss of confidence / low self esteem | 64% |
| Loss of libido | 65% |
| Muscle / joint pain | 52% |
| Night sweats | 85% |
| Vulvovaginal dryness | 56% |
| Weight gain | 67% |
| None of these | 1% |
| Other (please state) | 2% |

Q. Which of the following symptoms of menopause have you experienced? Please tick all that apply

| | |
|--|-----|
| Brain fog / inability to think clearly / remember things | 57% |
| Breast tenderness / discomfort | 28% |
| Changes in eating patterns | 22% |
| Discomfort during sex | 19% |
| Discomfort passing urine | 8% |
| Disrupted sleep | 56% |
| Dry skin / hair | 36% |
| Eyesight changes | 32% |
| Feeling tense nervous or anxious / panicky / panic attacks | 50% |
| Feeling tired / lack of energy | 60% |
| Feeling unhappy or depressed | 46% |
| Headaches | 32% |
| Hot flushes during the day | 50% |
| Increased toilet visits | 25% |
| Feeling irritable / mood swings / emotional roller coaster | 48% |
| Loss of concentration | 49% |
| Loss of confidence / low self esteem | 40% |
| Loss of libido | 29% |
| Muscle / joint pain | 35% |
| Night sweats | 51% |
| Vulvovaginal dryness | 18% |
| Weight gain | 39% |
| None of these | 1% |
| Other (please state) | 1% |

Q. Were there symptoms in this list that you were not aware of or that surprised you? Please tick one box

| | |
|-----|-----|
| Yes | 47% |
| No | 52% |

Q. Which of the following applies to you? Please tick all that apply

| | |
|--|-----|
| I have taken time off due to menopause symptoms and I told my manager this was why | 5% |
| I have taken time off due to menopause symptoms but given another reason | 6% |
| I have not taken time off because of menopause symptoms | 60% |

Q. Is / was your manager / supervisor...? Please tick one box

| | |
|-------------------------------|-----|
| Male | 21% |
| Female | 46% |
| Don't / didn't have a manager | 3% |

Q. Do / did you feel that you could approach your manager if menopause symptoms were causing you an issue in the workplace? Please tick one box

| | |
|-----|-----|
| Yes | 45% |
| No | 25% |

Q. What impact do you feel the menopause has had on you're the following at work? Please tick one box on each row

| | Very negative | Negative | Neither | Positive | Very positive | N/A |
|------------------------------------|---------------|----------|---------|----------|---------------|-----|
| Relationships with colleagues | 1% | 13% | 44% | 5% | 3% | 5% |
| Relationships with manager(s) | 2% | 9% | 45% | 5% | 2% | 6% |
| Work opportunities / advancement | 4% | 15% | 41% | 2% | 1% | 7% |
| Access to training and development | 1% | 6% | 51% | 3% | 2% | 8% |
| How seriously you are taken | 3% | 16% | 37% | 6% | 3% | 5% |
| How visible as a person you feel | 5% | 19% | 33% | 5% | 2% | 5% |
| Work life in general | 5% | 27% | 28% | 4% | 2% | 4% |

Q. Which of the following coping strategies have you used at work? Please tick all that apply

| | |
|--|-----|
| Using / requesting a fan | 34% |
| Requesting / sitting near a window that opens | 18% |
| Opening windows | 39% |
| Turning off heating | 26% |
| Adjusting working hours | 6% |
| Telling colleagues/ manager how you feel / what you need | 22% |
| Requesting formal adjustments | 1% |
| Trying to control emotions | 41% |
| Using humour | 37% |
| Wearing layers of clothes (so you can remove layers as needed) | 30% |
| Having a change of clothes at work | 5% |
| Flexible working | 10% |
| Taking leave | 9% |
| Sickness absence | 6% |
| None of these | 5% |
| Other (please state) | 2% |

Q. Have you used any of the following to try and control / ease symptoms? Please tick all that apply

| | |
|---|-----|
| HRT | 20% |
| Complementary therapies e.g. acupuncture aromatherapy naturopathic medicine other | 12% |
| Cognitive behavioural therapies | 4% |
| Reducing/stopping alcohol | 14% |
| Increased alcohol consumption | 3% |
| Improved diet | 23% |
| Worsened diet (eat more / eat worse) | 8% |
| Increased physical activity | 20% |
| Stopped smoking / reduced smoking | 3% |
| Started smoking / smoked more | 1% |
| Online medications | 2% |
| Vitamins | 28% |
| Mindfulness | 16% |
| Prescribed medication e.g. anti-depressant / beta blocker etc. | 16% |
| None of these | 12% |
| Other (please state) | 3% |

Q. Which of the following do you think would be helpful to support you through the menopause at work? Please tick all that apply

| | |
|---|-----|
| Air conditioning / ventilation / desk fan | 35% |
| Request to move to be near a window that opens | 16% |
| Change to work wear (uniforms / dress code etc.) | 5% |
| Flexible working / working from another location (including home) | 29% |
| Temporary reduction / change in hours | 15% |
| More access to drinks | 10% |
| Flexibility to step outside (e.g.to manage a hot flush) | 27% |
| None of these | 4% |
| Don't feel I need support | 15% |
| Other (please state) | 4% |

Q. How much do you agree with the following statements? Please tick one box on each row.

| | Strongly disagree | Disagree | Neither disagree nor agree | Agree | Strongly agree | We talk openly about it |
|--|-------------------|----------|----------------------------|-------|----------------|-------------------------|
| I would find it difficult talking to my manager about my menopause symptoms | 10% | 19% | 13% | 15% | 8% | 5% |
| I would find it difficult talking to colleagues about my menopause symptoms | 11% | 26% | 15% | 9% | 4% | 6% |
| I would find it difficult requesting an adjustment at work to ease the symptoms of menopause | 7% | 14% | 12% | 23% | 12% | 3% |

Q. Have you been directly impacted by the menopause symptoms of a colleague that you know of? Please tick one box

| | |
|-----------------------|-----|
| Yes | 31% |
| No | 42% |
| Not sure / don't know | 27% |

Q. How if at all have menopause symptoms of a colleague directly impacted you? Please tick all that apply

| | |
|--|-----|
| Increased workload due to colleague's loss of memory | 4% |
| Increased workload due to colleague's loss of confidence | 4% |
| Increased workload due to colleague's increased sickness | 6% |
| Increased workload due to colleagues flexible working | 2% |
| Feeling like you are walking on egg shells | 15% |
| Their loss of confidence | 12% |
| Their tiredness | 12% |
| Their loss of memory | 9% |
| Their mood swings | 18% |
| Not applicable - don't work with any women | 0% |
| None of these / haven't noticed anything | 3% |
| Other (please state) | 4% |

Q. Assuming that you knew a colleague was experiencing menopause symptoms how do you feel you are most likely to support them? Please tick up to 5

| | |
|---|-----|
| Not for me to do | 2% |
| The menopause is natural and she needs to deal with it | 3% |
| Be aware of possible symptoms and help where I can | 70% |
| Sign post to services that might help if she wants | 27% |
| Try to be understanding | 82% |
| Help with reminders if needed | 16% |
| Take on some of the workload | 13% |
| Make sure that the office is airy and has air circulating | 28% |
| Try to boost her confidence | 32% |
| Be open to talking to her about her symptoms | 69% |
| Talk about my experience / that of someone I know | 34% |
| Ask her if there is anything that I can do to help | 67% |
| Other (please state) | 1% |

Q. How much do you agree with the following? Please tick one box on each row

| | Strongly disagree | Disagree | Neither disagree nor agree | Agree | Strongly Agree | We talk openly |
|---|-------------------|----------|----------------------------|-------|----------------|----------------|
| I would find it difficult if a colleague talked to me about her menopause symptoms | 44% | 33% | 8% | 3% | 2% | 10% |
| I would find it difficult talking to a colleague about the effects her menopause symptoms are having on me / my team (assuming you know this is the cause) | 22% | 29% | 15% | 20% | 6% | 6% |
| I would find it difficult talking to my manager or supervisor about the effects of a colleague's menopause symptoms on me / my team (assuming you know this is the cause) | 18% | 26% | 18% | 22% | 10% | 6% |
| I would find it difficult talking to someone I manage about the effects their menopause symptoms are having on them at work (assuming you know this is the cause) | 9% | 13% | 4% | 5% | 1% | 3% |
| I would find it difficult talking to someone I manage about the effect their menopause symptoms are having on the team (assuming you know this is the cause) | 8% | 12% | 4% | 7% | 1% | 2% |
| I feel well supported by the organisation to help staff with their menopause symptoms | 6% | 8% | 12% | 5% | 1% | 2% |

Q. Does your organisation have a menopause policy or any guidance on supporting staff experiencing the menopause? Please tick one box

| | |
|------------|-----|
| Yes | 13% |
| No | 27% |
| Don't know | 60% |

Q. Although the male menopause is not clinically recognised do you think that men experience anything similar to the menopause that has physical and psychological symptoms similar to those that women experience?

Please tick one box

| | |
|------------|-----|
| Yes | 37% |
| No | 25% |
| Don't know | 38% |

Q. Which of the following best describes your organisation? Please tick one box

| | |
|----------------------|-----|
| Public sector | 77% |
| Private sector | 8% |
| Third sector (VCS) | 7% |
| Other (please state) | 3% |

Q. In which of the following age ranges do you fall? Please tick all that apply

| | |
|---------|-----|
| 16 -24 | 2% |
| 25 - 34 | 5% |
| 35 - 44 | 15% |
| 45 - 54 | 45% |
| 55 -64 | 27% |
| 65+ | 4% |

Which of the following best describes your ethnic background? Please tick one box

| | |
|---|-----|
| White - British / English / Welsh / Scottish / Northern Irish | 96% |
| Other white | 1% |
| Black / Black British | 0% |
| Asian / Asian British | 0% |
| Mixed / Multiple ethnicities | 0% |
| Arab | 0% |
| Other (please state) | 1% |

Q. Which of the following best describes you? Please tick one box

| | |
|---|-----|
| Male / Man | 11% |
| Female / Woman | 87% |
| MTF | 0% |
| FTM | 0% |
| Other non-binary / other (please state) | 0% |

Q. Are your day-to-day activities limited because of a health problem or an impairment which has lasted or is expected to last at least 12 months? (Please include conditions such as mental health issues or those related to ageing). Please tick one box

| | |
|--------------|-----|
| Yes a little | 19% |
| Yes a lot | 6% |
| No | 73% |