

# Understanding the Health Issues of Women in Midlife



Promoting inclusion, support, and coverage, and reducing menopause stigma for women in the workplace



FEBRUARY 2025

Sponsored by



# CONTENTS



|    |  |
|----|--|
| 3  | <b>Executive Summary</b>   |
| 8  | <b>How Well Do HR Professionals Understand Menopause?</b>                |
| 12 | <b>Menopause-Related Career Challenges Faced by Midlife Women</b>        |
| 16 | <b>Stigma and Silence: Navigating Menopause in Professional Settings</b> |
| 24 | <b>Workplace Offerings for Employees' Midlife Health Needs</b>           |
| 31 | <b>Best Practices in Developing Menopause-Friendly Workplaces</b>        |
| 36 | <b>Key Takeaways</b>   |

# Executive Summary

Menopause is a natural biological process that marks the end of a woman's reproductive years. By 2030, the number of menopausal and postmenopausal women worldwide is projected to reach [1.2 billion](#). Despite its widespread impact, menopause is often shrouded in stigma, leaving many women feeling isolated and unsupported.

Aimed Alliance and HR.com's 2024 workplace survey found that a majority (80%) of responding HR professionals agree that menopause and perimenopause symptoms impact women's careers, leading to potential consequences such as a loss of self-confidence (85%) and reduced productivity (68%). This can significantly affect women's performance and participation in the workforce.

These findings are supported by other [research studies](#), which found that menopause-related symptoms can lead to absenteeism, reduced productivity, and early workforce departure, underscoring the need for supportive workplace policies that address menopausal challenges in professional settings.

Many women in their late 40s and early 50s are at the peak of their careers, and a lack of awareness and support can exacerbate health inequities, forcing many to navigate this phase without adequate resources. As a result, women are deprived of opportunities for career progression and their workplace can subsequently lose the benefit of their skill and expertise. For example, a [study](#) from the Mayo Clinic reveals that adverse impacts on work outcomes, such as missing work days, can result in an estimated loss of \$1.8 billion annually in work time in the U.S. alone.

This survey investigates these complex issues by examining:

- stigma associated with discussing these matters at work and the role stigma plays in perpetuating inequity;
- health services offered to support women and men experiencing age-related issues; and
- best practices adopted by organizations proactive in supporting employees' health and reducing menopause and aging stigma in the workplace.

We've listed our key findings below.

## About the Survey

The "Understanding the Health Issues of Women in Midlife" survey ran from August to October 2024, gathering responses from 308 HR professionals across nearly every industry vertical. All respondents were based in the United States.

The participants represented a broad cross-section of employers by organizational size, from small businesses with fewer than 100 employees to enterprises with over 20,000 employees. Two-thirds of respondents came from midsize and large organizations with 100 or more employees.

## Major Research Findings

### Major Finding **1**

**Although most HR professionals are aware of perimenopause/menopause stages and effects, women in midlife still tend to grapple with numerous career repercussions related to these issues.**

- Most HR professionals are aware of the typical onset age of perimenopause/menopause symptoms.
- HR professionals are generally aware of the varying duration of perimenopause symptoms, though some seem to overestimate the average number of years it lasts.
- Eight in 10 respondents believe perimenopause/menopause symptoms impact the careers of women in the workplace, with common consequences being:
  - ▶ loss of self-confidence (85%)
  - ▶ presenteeism (68%)
  - ▶ loss of engagement (67%)
- Eight in 10 respondents believe midlife health challenges affect the career progression of men and women in the workplace differently.



## Major Finding 2

### Few organizations are actively trying to reduce stigmas surrounding menopause and midlife health.

- Just two-fifths of respondents believe their organizations play an active role in maintaining a conducive and healthy work environment for all employees, including those experiencing perimenopause/menopause.
- Only one-fifth of respondents believe their organizations play an active role in reducing stigma against all employees, including those experiencing perimenopause/menopause.
- About a tenth of respondents believe that it is unprofessional for employees to discuss their health or menopause in the workplace.
- As a result, three-fifths of respondents report that women in their organizations feel uncomfortable raising concerns regarding coverage of treatments for age-related issues (such as perimenopause and menopause) with their employer.

## Major Finding 3

### Menopause treatment and support are offered by only two-fifths of organizations providing employee health insurance.

- Top women's health services provided by organizations offering employee health insurance benefits are:
  - ▶ breast cancer screening (87%)
  - ▶ specialist care (74%)
  - ▶ reproductive health services (62%)
- Only two-fifths of responding organizations specifically offer menopause treatments among employee health benefits packages.
- Prostate cancer screening is the most offered men's health service (68%).

## Definitions

**Employee Assistance Programs**, or EAPs, are voluntary, confidential services provided by employers to help employees and their eligible family members address personal and work-related issues that may affect their job performance. For example, they may offer free and confidential assessments, short-term counseling, referrals, and follow-up services.

**Employee Resource Groups**, or ERGs, are voluntary, employee-led groups within a company that bring together individuals based on shared characteristics, identities, interests, or experiences. Most ERGs advocate for people with certain shared backgrounds or life experiences, being organized around issues such as gender, ethnicity, religious affiliation and more.

## Major Finding 4

**Organizations can provide a variety of perimenopause/menopause-friendly accommodations and take proactive steps to reduce health stigmas in the workplace.**

- Among organizations creating and maintaining a conducive and healthy work environment for all employees, the top perimenopause/menopause-friendly accommodations offered are:
  - ▶ time off for medical appointments (88%)
  - ▶ consistent access to restroom (86%)
  - ▶ employee assistance programs (EAPs) (80%)
- Among organizations that play an active role in reducing stigma against all employees, the top stigma-reducing initiatives for women experiencing perimenopause/menopause are:
  - ▶ workshops on inclusive practices (32%)
  - ▶ educational seminars or webinars (28%)
  - ▶ mentorship opportunities and programs (26%)
  - ▶ employee resource groups (ERGs) (26%)

## Major Finding **5**

When compared to women's health bystanders\*\*, women's health champions\* (see sidebar) are:

- Over 40X more likely to play an active role in reducing stigma against all employees, including those experiencing perimenopause/menopause.
- Nearly 3X more likely to offer men's health services such as:
  - ▶ mental health services specifically targeted at men
  - ▶ fertility and infertility treatment
- Over 2X more likely to offer women's health services, such as:
  - ▶ sexual health services
  - ▶ mental health services specifically targeted at women
  - ▶ menopause treatments and support
  - ▶ fertility and infertility treatment and support
- 2X more likely to say women in midlife in their organizations feel comfortable raising concerns regarding coverage of treatments for age-related health issues (such as perimenopause, and menopause) with their employer.

**\*Women's health champions** are those who answered "agree" or "strongly agree" to the question, "Your organization plays an active role in creating and maintaining a conducive and healthy work environment for all employees, including those experiencing perimenopause/menopause."

**\*\*Women's health bystanders** are those who answered "disagree," or "strongly disagree" to the same question.

Please note that the findings and recommendations contained in this report are for informational purposes only. Nothing in this report should be construed as constituting legal or medical opinions or advice. Please consult an attorney and/or healthcare professional if you have questions about the requirements, rules, regulations, or practices associated with any content discussed in this report. Aimed Alliance thanks its corporate supporter, Astellas, for supporting this project. A list of all Aimed Alliance supporters is available at [aimedalliance.org/supporters](https://aimedalliance.org/supporters).

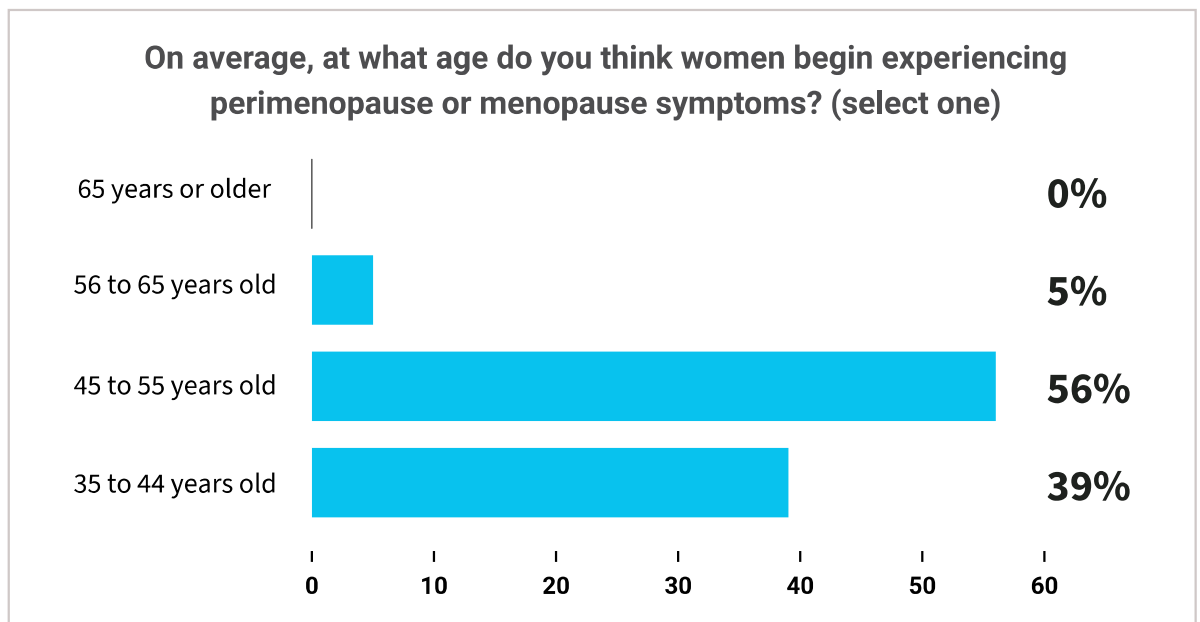
# How Well Do HR Professionals Understand Menopause?



## Finding: HR professionals are aware of the typical onset age of perimenopause and menopause symptoms

HR professionals are key stakeholders in designing and implementing a supportive and inclusive work environment. This requires them to be aware of issues affecting their employees, including menopause. To gauge their awareness, we asked HR professionals to indicate at what age they believe women start experiencing symptoms of perimenopause or menopause. While over half (56%) believe symptoms begin between the ages of 45 and 55, 39% say it starts earlier, between 35 to 44 years.

According to the [WHO](#), most women experience menopause between the ages of 45 and 55 years as a natural part of biological aging. Further, [perimenopause](#), the transitional age leading up to menopause, can begin as early as a woman's 30s but most often starts between the ages of 40 to 44.



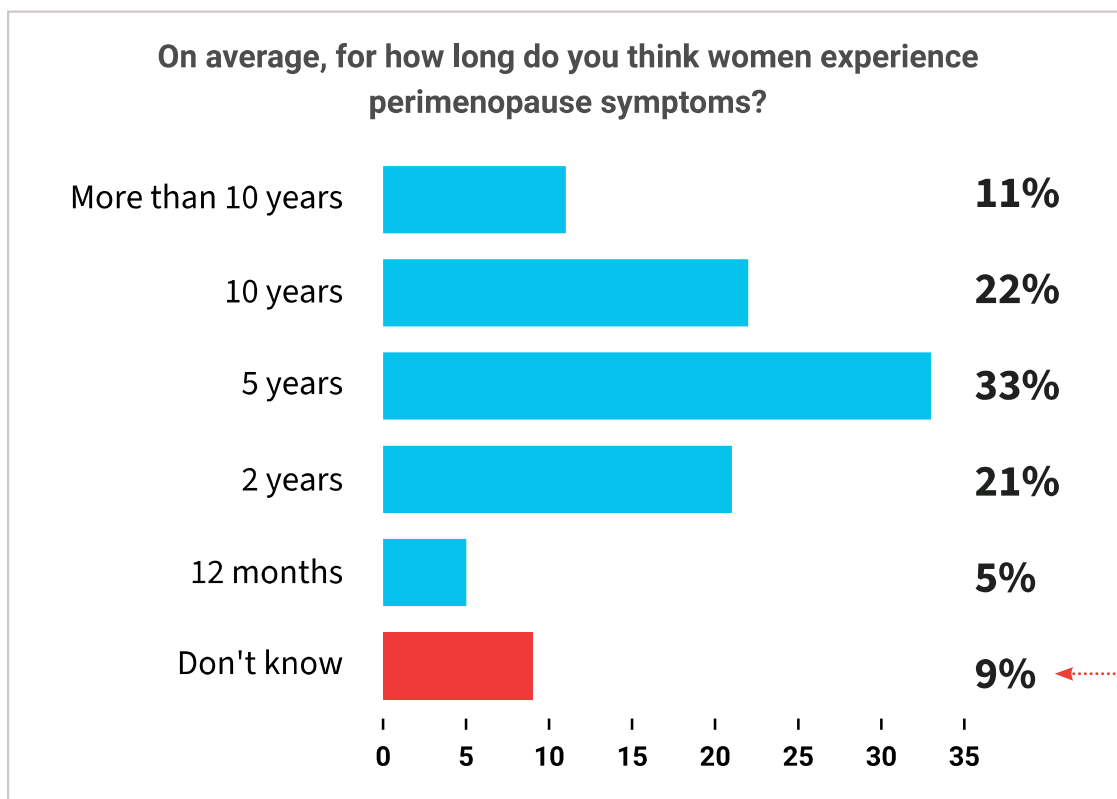




## Finding: A third of HR professionals believe women experience perimenopause symptoms for five years

As with most biological processes, there is no standardized timeline for perimenopause symptoms. According to [Harvard Medical School](#), perimenopause varies greatly from one woman to the next. The average duration is three to four years, but it can be as short as a few months or as long as a decade.

Our study probed HR professionals' understanding of this issue. One-third of respondents believe women experience perimenopause symptoms for five years, and another one-fifth estimate the duration could be as long as 10 years (22%) or as few as two years (21%).

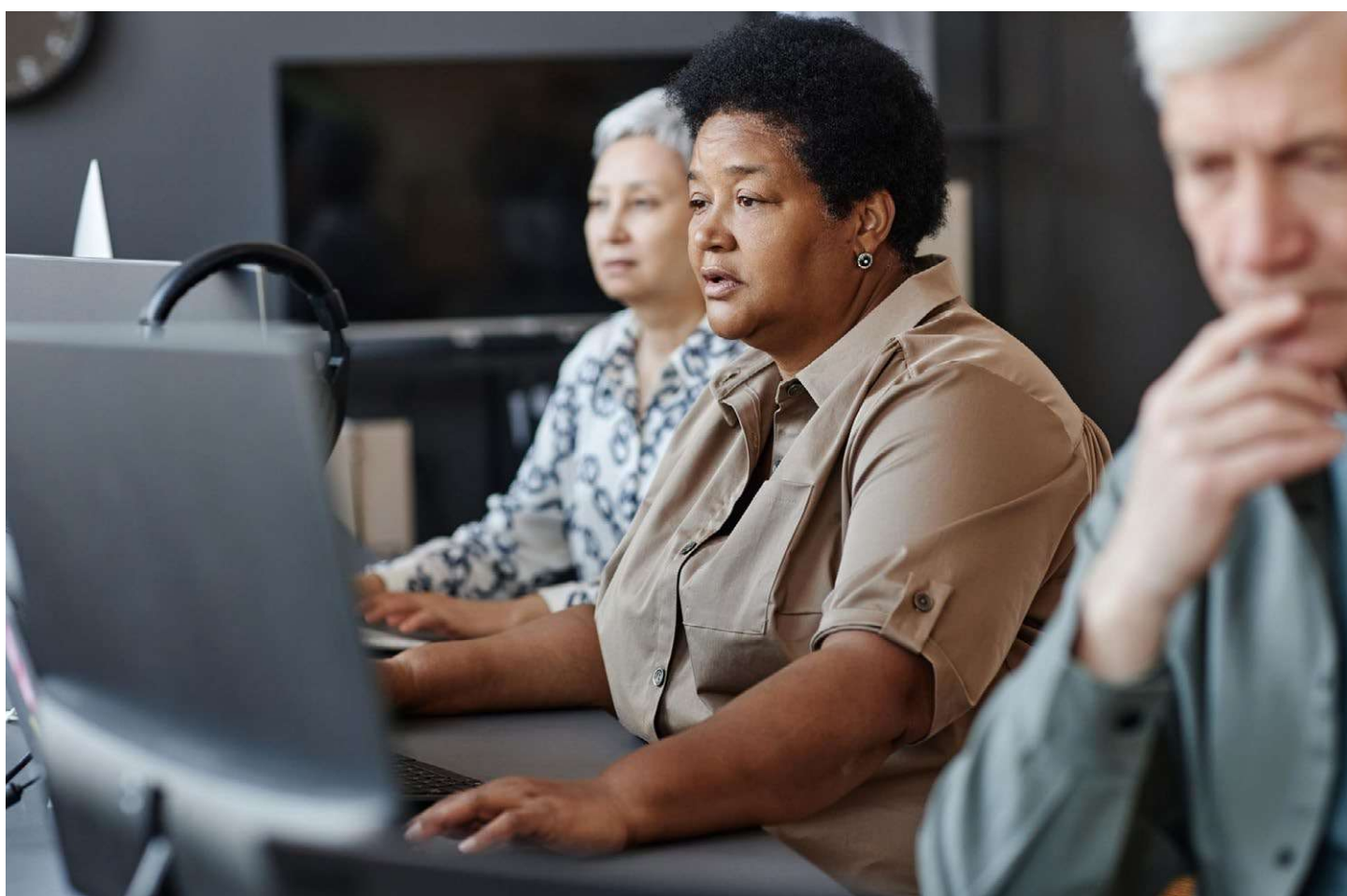


**A tenth of respondents admit to not knowing how long women experience perimenopause symptoms**

## Strategic Recommendations

Based on our research, we have the following recommendations:

- Provide HR with accurate training on menopause stages, onset, and duration to improve awareness and empathy.
- Foster a supportive culture for discussing menopause without stigma to aid comfort and productivity.
- Include counseling and wellness programs in health benefits to support midlife women's needs.
- Update workplace policies based on employee feedback and health data to stay responsive to evolving needs.

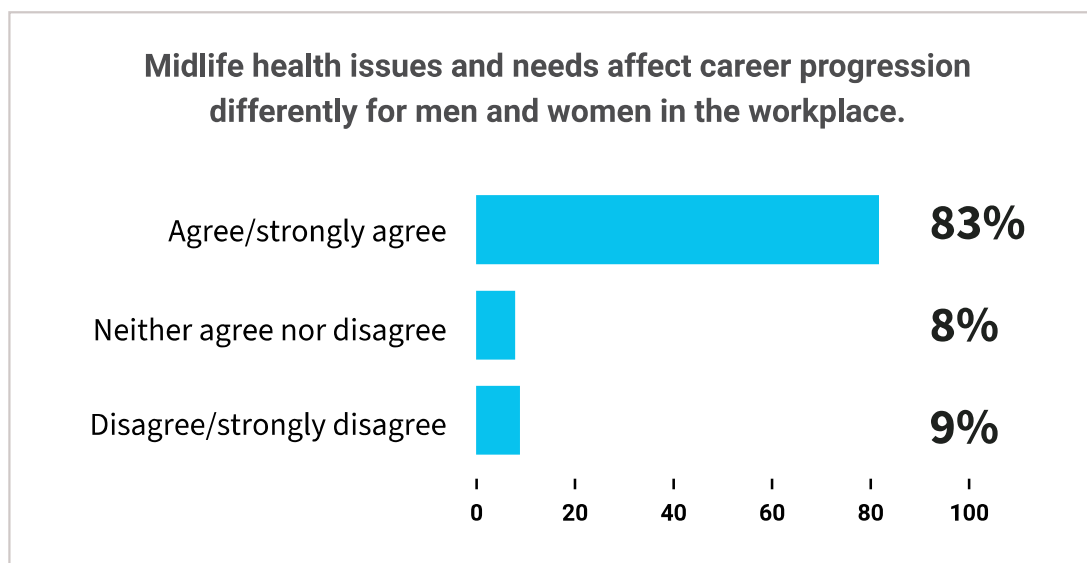




## Finding: Over eight in 10 HR professionals believe midlife health challenges affect career progression differently for men and women in the workplace

Do the career-related impacts of midlife health issues of women extend to career progression? The answer is yes. In fact, 83% of respondents agree that career progression for men and women differs as a result of the type of midlife health issues faced by women.

Unfortunately, the [timing](#) of menopause often coincides with key career growth years for many women, making its impact on career progression particularly significant. Despite this, many organizations that [provide support and benefits](#) for health conditions like heart disease and diabetes, which may also increase with age, fail to address the career-stalling effects of menopause-related health issues. The next section discusses organizations' roles in supporting employees through these challenges and tackling the stigma that surrounds them.



# Menopause-Related Career Challenges Faced by Midlife Women



**Finding: Eight in 10 HR professionals believe perimenopause/menopause symptoms affect or impact the careers of women in the workplace**

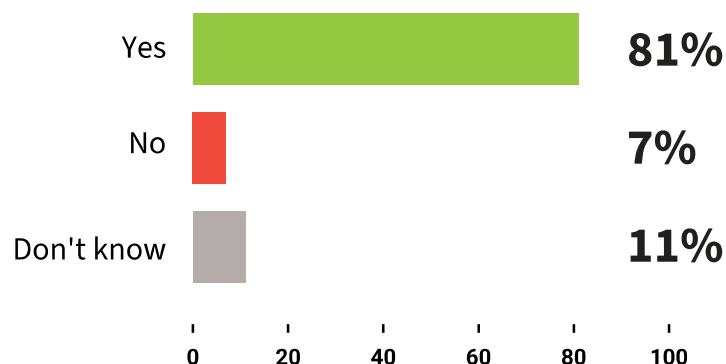
Perimenopause and menopause are often associated with a range of symptoms that can significantly [impact](#) a woman’s quality of life. Many experience intense [hot flashes](#), debilitating fatigue from heavy periods, [vaginal dryness](#), pain during sexual intercourse, and incontinence. Sleep disturbances, including insomnia, along with mood changes, anxiety, and depression, are also common. Additionally, the depletion of estrogen during this stage is also [associated with](#) certain other chronic health conditions, such as heart disease, osteoporosis, and other complications. Moreover, given that perimenopause can last for several years, its effects extend beyond physical health, influencing emotional, mental, and social well-being.

Eight in 10 responding HR professionals believe perimenopause and menopause impact the careers of women, including their job performance and productivity, as well as organizational financials.



**A tenth of respondents admit to not knowing if perimenopause/menopause impacts the careers of women**

**In your opinion, do perimenopause and menopause symptoms affect or impact the careers of many women in the workplace?**





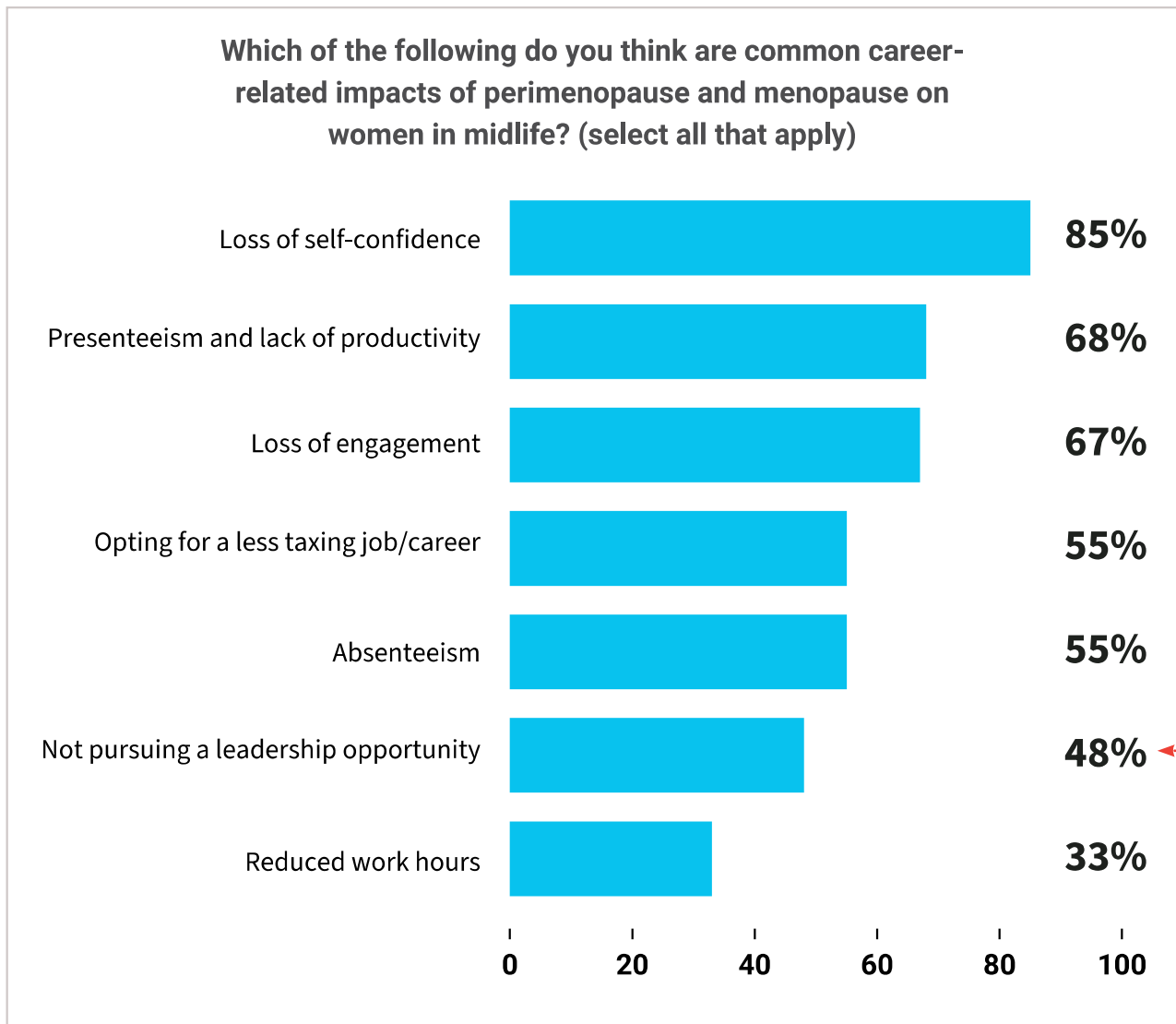
## Finding: Loss of self-confidence is seen to be the top career-related impact of perimenopause/menopause on women in midlife

We asked a follow-up question to respondents who believe that perimenopause/menopause impacts the career of women in midlife to identify specific career-related effects of these issues.

The most commonly reported impact is a loss of self-confidence (85%), followed by presenteeism and lack of productivity (68%), and loss of engagement (67%). These outcomes are naturally linked to the disruptive symptoms of perimenopause/menopause, which can cause significant mental and physical discomfort. This discomfort often disrupts employees' ability to focus at work, ultimately impacting their productivity and engagement. However, it is important for employers to recognize that many of these workplace repercussions may be reduced or even eliminated by providing employees with reasonable accommodations, and asking employees how they can be supported during this transitional period.

The loss of confidence and focus can result in women opting for a less taxing job or career (55%), absenteeism (55%), or not pursuing a leadership opportunity (48%).





Editor’s note – For the above question, about 3% of the respondents answered they “don’t know.” These responses were removed, and the numbers were recalculated.



**Almost half believe women in midlife do not pursue leadership opportunities due to perimenopause/menopause symptoms**

## Strategic Recommendations

Based on our research, we have the following recommendations:

- Recognize the significant impact of menopause symptoms on women's careers and advocate for inclusive support policies.
- Offer workshops and resources that address self-confidence issues in midlife women to counter the negative career effects of menopause.
- Provide flexible schedules and work-from-home options to help alleviate presenteeism and productivity concerns during symptom flare-ups.
- Develop initiatives encouraging midlife women to pursue leadership roles, offering mentorship, and addressing menopause-related barriers.
- Push for parity in workplace-health support to address the unique career progression challenges women face due to menopause symptoms.
- Ensure employees have access to the appropriate healthcare experts that can provide support, treatment, and care for perimenopause and menopause symptoms.



# Stigma and Silence: Navigating Menopause in Professional Settings



**Finding: Only one in five organizations plays an active role in reducing stigma against all employees, including those experiencing perimenopause/menopause**

What role do organizations play in reducing the stigma against employees and creating and maintaining a conducive and healthy work environment for employees? Most organizations are underperforming on these two fronts. Just over two-fifths (41%) believe their organizations play an active role in creating and maintaining a positive and healthy work environment, and just 22% believe their organizations play an active role in reducing stigma against all employees.





## Women's health-based cohorts

We wanted to take a closer look at what differentiates organizations that play a more active role in creating and maintaining a conducive and healthy work environment for all employees, including those experiencing perimenopause/menopause versus those that don't. To do this, we separated our respondents into two cohorts.

**Women's health champions** are those who answered "agree" or "strongly agree" to the question, "Your organization plays an active role in creating and maintaining a conducive and healthy work environment for all employees, including those experiencing perimenopause/menopause."

**Women's health bystanders** are those who answered "disagree" or "strongly disagree" to the same question.

Correlation does not necessarily indicate causation, of course, but these relationships can provide insight into possible best practices related to employee retention.





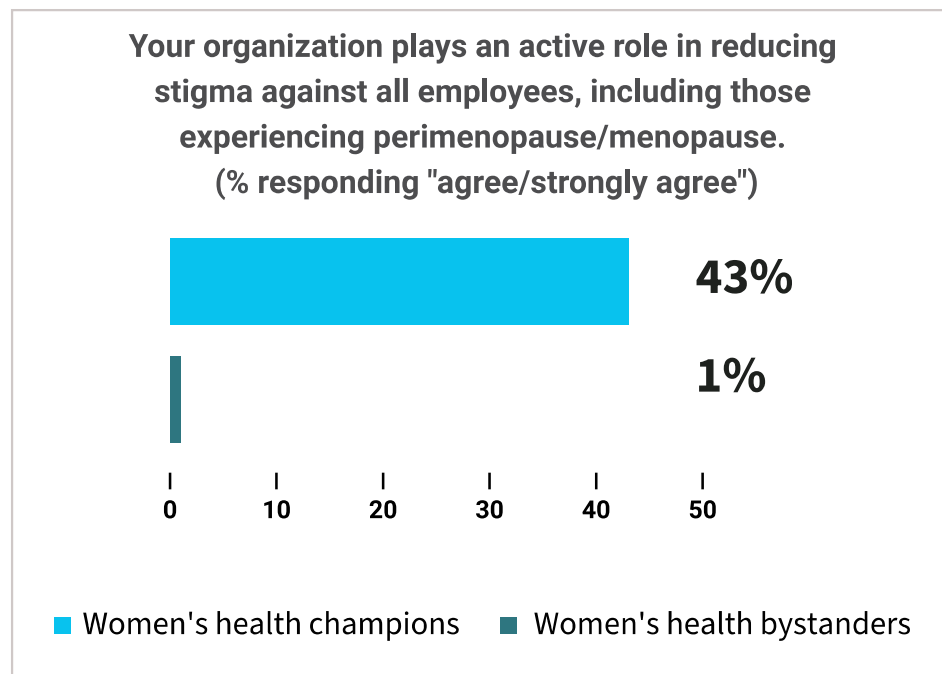
## Finding: Women’s health champions are over 40 times more proactive than bystanders at reducing the stigma around perimenopause and menopause

Women’s health champion respondents say their organizations are significantly more proactive in reducing stigma around perimenopause and menopause, with 43% agreeing they play an active role in reducing workplace stigma. This is true only in 1% of bystander organizations.

This stark contrast highlights how leadership on women’s health translates into a more supportive and inclusive environment, addressing stigma and fostering open dialogue around menopause and related issues.

### Results of Chi-square test

A chi-square test of independence shows that women’s health champions are significantly more likely than bystanders to play an active role in reducing stigma against all employees.





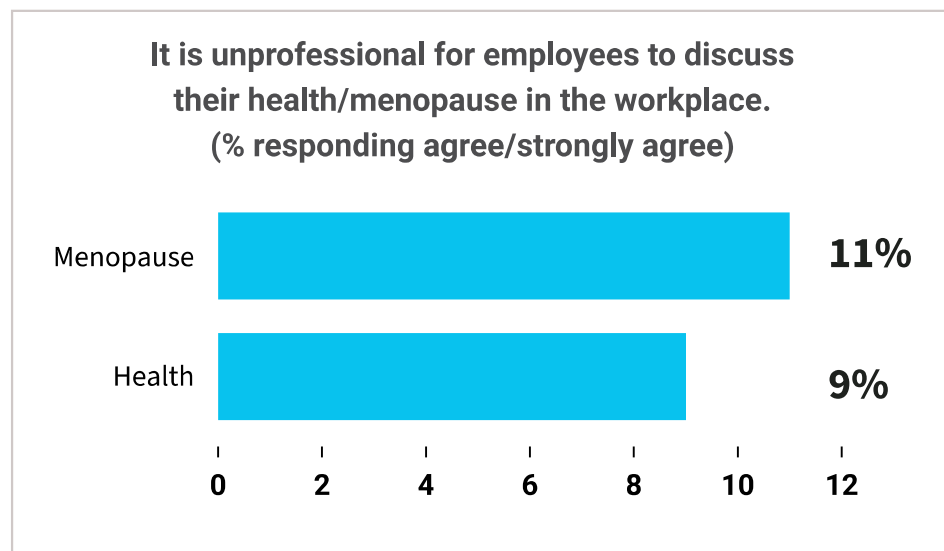
## Finding: Over a tenth of HR professionals believe that it is unprofessional to discuss menopause in the workplace

### Masculine norms:

These refer to a set of culturally accepted rules, behaviors, and characteristics traditionally associated with men that are often rewarded and considered common practice in professional settings. They may include behavioral expectations such as “emotional toughness,” leadership traits such as “assertiveness and dominance,” and communication styles such as “authoritative speech.”

Women’s health issues are often shrouded in stigma, making it [difficult](#) for those affected to openly discuss their challenges or request necessary accommodations. This lack of support can lead to absenteeism, loss of productivity, and in some cases, prompt women to quit their jobs or withdraw themselves from consideration for high-profile roles, as discussed above.

This silencing stigma may be perpetuated by an organization’s culture, with a tenth of surveyed HR professionals stating it is unprofessional for employees to discuss their health/menopause at work. Further, over a third of respondents expressed an uncertain or ambiguous opinion on the issue. This reflects organizational cultures and attitudes shaped by [masculine norms](#) of the “[ideal worker](#),” which creates barriers for women in the workplace. As a result, supervisors may be less inclined to address menopause-related challenges or establish the necessary workplace accommodations due to the [discomfort](#) or lack of understanding around these issues.





## Finding: Over three-fifths of HR professionals say women in their organizations are not comfortable raising concerns regarding coverage of treatments for age-related health issues such as perimenopause/menopause

### Defining small, mid-sized, and large organizations

For the purpose of this report, large organizations have 1,000 or more employees, mid-sized organizations have 100 to 999 employees, and small organizations have 99 or fewer employees.

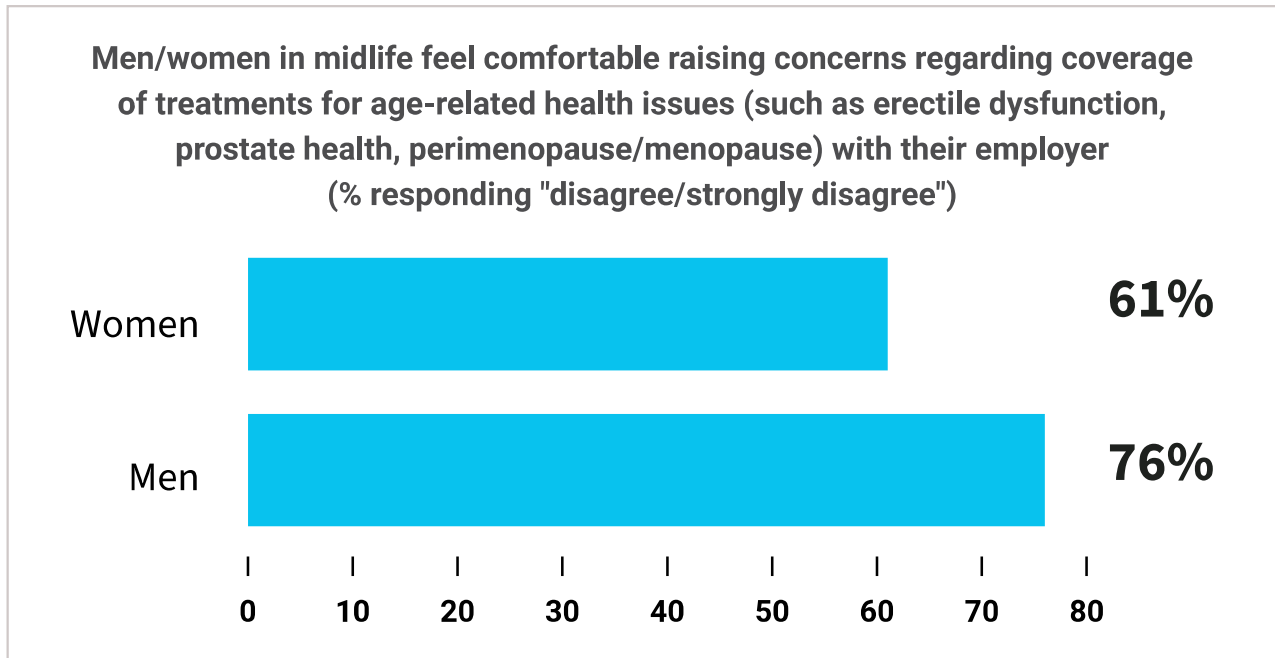
The gendered dynamics within organizations negatively impact both men and women. The stigma surrounding the discussion of health/menopause at work makes employees uncomfortable seeking information about benefits coverage for these issues, even [when there are a variety](#) of non-hormonal and hormonal interventions that can help alleviate perimenopausal and menopausal symptoms.

Reportedly, three-fifths of respondents say women in their organizations are not comfortable raising concerns regarding coverage for treatments for age-related health issues such as perimenopause/menopause. This stigma also affects men, with over three-fourths of male employees experiencing discomfort raising concerns about coverage of treatments for age-related issues.

[Another study](#) points to the need to normalize these experiences and reduce the associated stigma. This not only impacts the employees, but also results in significant losses for organizations that may lose well-trained, experienced workers due to lack of support in the workplace.

### Differences based on organization size

HR professionals in small organizations (63%) are more likely to say women in midlife are not comfortable raising concerns regarding coverage of treatments for age-related health issues (such as perimenopause and menopause) with their employer, compared to their counterparts in midsize (55%) and large organizations (52%).



Editor’s note – The above chart combines two questions: "Men in midlife feel comfortable raising concerns regarding coverage of treatments for age-related health issues (such as erectile dysfunction, prostate health) with their employer" and "Women in midlife feel comfortable raising concerns regarding coverage of treatments for age-related health issues (such as perimenopause, menopause) with their employer."





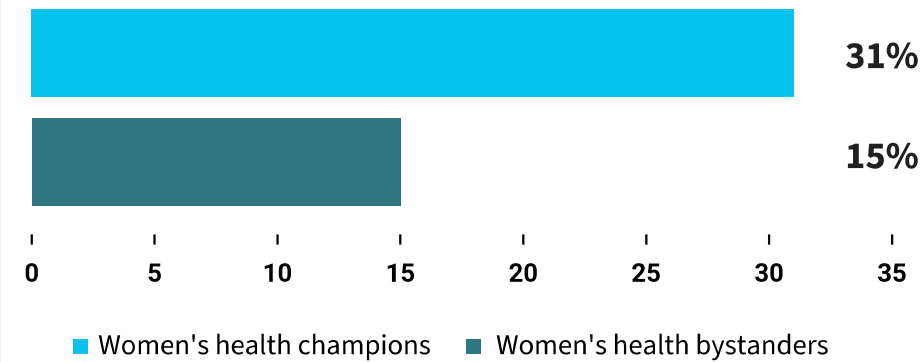
## Finding: Women’s health champions are twice as likely to say that women in midlife are comfortable raising coverage of treatments for age-related health issues

The supportive environments fostered by women’s health champions help women feel more comfortable raising concerns about coverage for treatments for age-related health issues (such as perimenopause and menopause) with their employer. This demonstrates that employers that consistently create a stigma-free environment will benefit from employees being more willing to discuss their benefits needs, and more likely to stay with employers who continually meet their evolving needs.

### Results of Chi-square Test

A chi-square test of independence shows that respondents from women’s health champions are significantly more likely than women’s health bystanders to say women in midlife feel comfortable raising concerns regarding coverage for treatments for age-related health issues (such as perimenopause/ menopause) with their employer.

**Women in midlife feel comfortable raising concerns regarding coverage of treatments for age-related health issues (such as perimenopause, menopause) with their employer. (% responding "agree/strongly agree")**



## Strategic Recommendations

Based on our research, we have the following recommendations:

- Actively encourage open discussions about menopause and midlife health issues to combat stigma and ensure these topics are viewed as professional and essential to workplace health.
- Educate employees and leaders that discussing health needs, including menopause, is both professional and necessary, helping reshape the "ideal worker" norm.
- Improve benefits that include coverage for perimenopause and menopause treatments, creating parity with other health needs and boosting employee comfort in seeking support.
- Train managers to support team members dealing with menopause, helping build a workplace culture that is understanding and stigma-free.
- Set an example by actively supporting women's health initiatives, signaling that the organization values health equity and is committed to retaining experienced, talented employees.



# Workplace Offerings for Employees' Midlife Health Needs



## Finding: While almost all organizations offer employee health benefits, only two-fifths offer menopause treatment/support

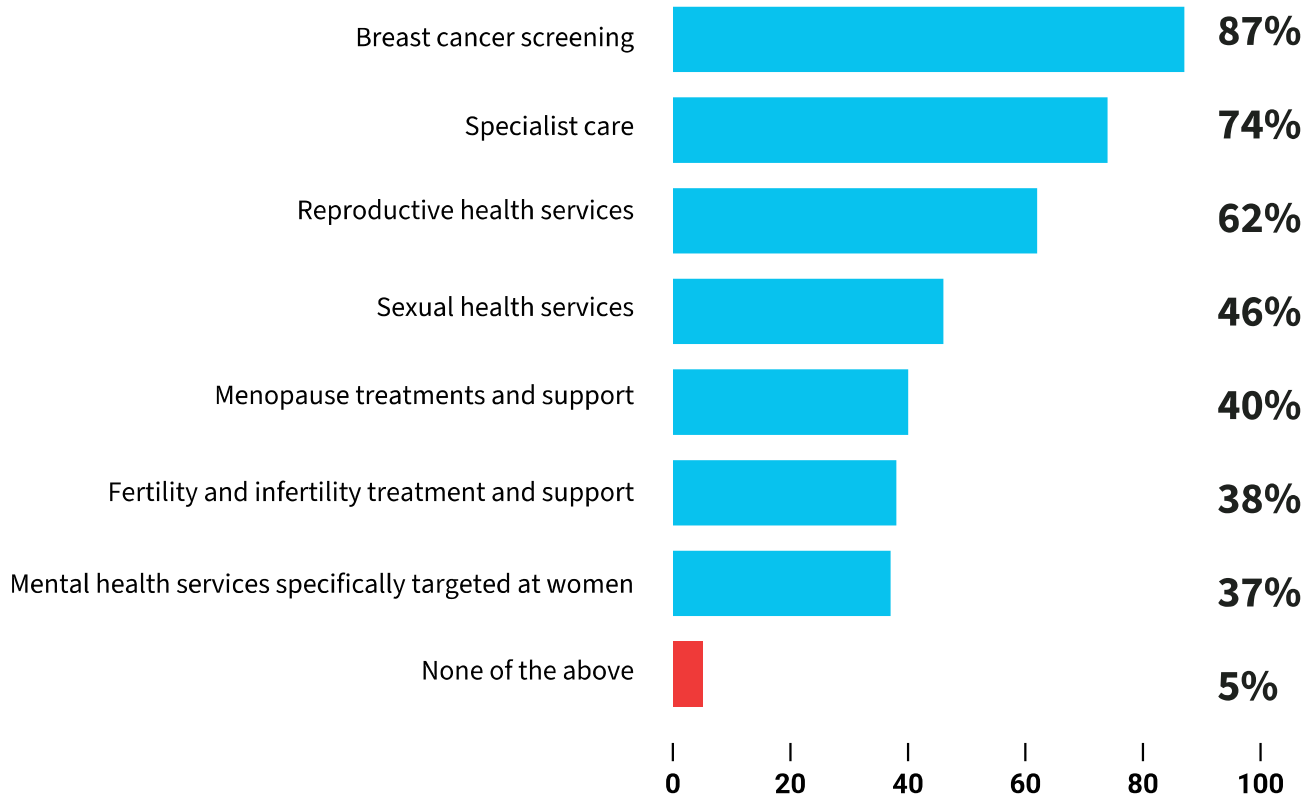
It is encouraging to note that 96% of respondents say their organization offers employee health insurance. We asked these respondents to choose which women's health services their insurance plan covered. Top responses included breast cancer screening (87%) and specialist care (74%). Sixty-two percent cover reproductive health services and 46% offer sexual health services.

While nine in 10 HR professionals believe women in midlife have different healthcare coverage needs compared to men in midlife (87%) and other female employees in the 18-to-39 age range (93%), only two-fifths offer menopause treatments and support.

These statistics indicate that menopause and sexual health are often overlooked in employee health benefits and coverage. However, given the large proportion of women affected by these issues, coverage of menopause treatments should be more widely included and better aligned with employee needs.



**Which of the following women's health services does your organization currently include in its employee health benefits package? (select all that apply)**



Editor's note – For the above question, 10% of the respondents answered “don't know.” Those responses were removed and the numbers were recalculated.





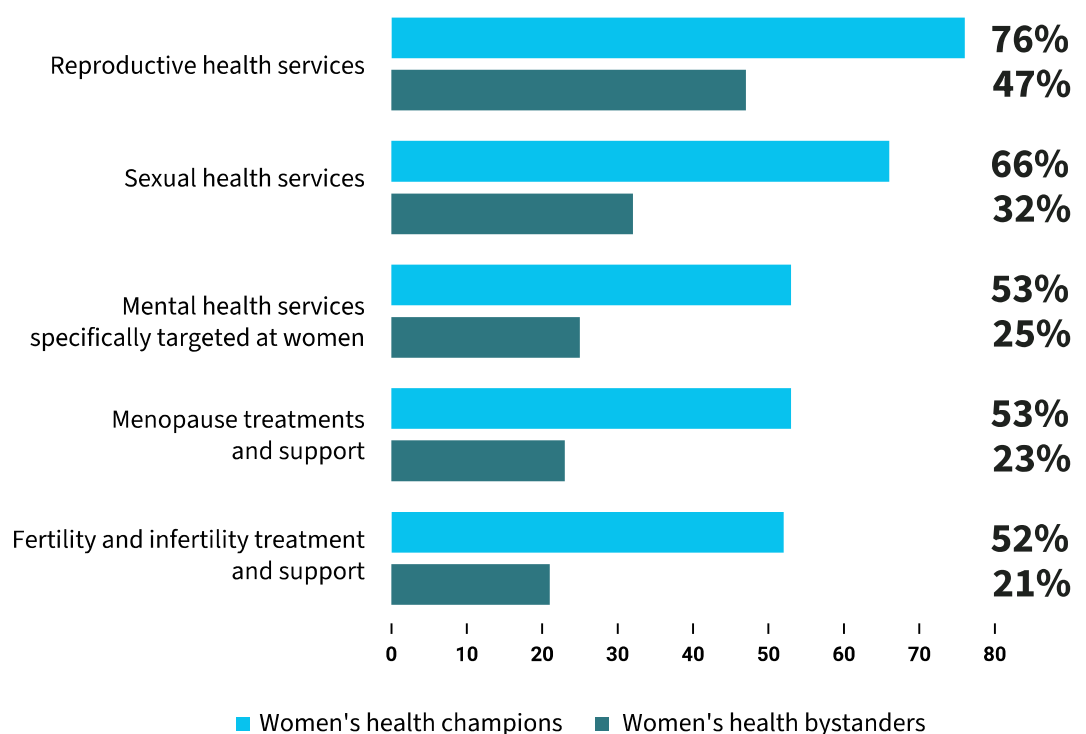
## Finding: Women’s health champions offer benefits packages with better coverage for women’s health-related issues

The proactive environment fostered by women’s health champions leads to a higher proportion of women accessing critical health services, such as menopause treatments and support. For instance, 53% of respondents in organizations with women's health champions reported access to menopause support, compared to just 23% in bystander organizations. Similarly, 53% of women in champion organizations have access to mental health services specifically targeted at women, while only 25% of women in bystander organizations have the same access. This contrast highlights the significant role that leadership plays in ensuring comprehensive health coverage for women, and specifically women in midlife.

### Results of Chi-square Test

A chi-square test of independence shows that respondents in women’s health champions are significantly more likely than women’s health bystanders to say their organizations offer the listed women’s health services as part of their health benefits package.

Which of the following women's health services does your organization currently include in its employee health benefits package?





## Finding: Prostate cancer screening is the most commonly covered men's health service in employee health benefits

### Editor's Note

Employers are [required](#) to offer breast cancer preventative screenings at no cost under the ACA, but this same obligation does not apply to [prostate cancer screenings](#).

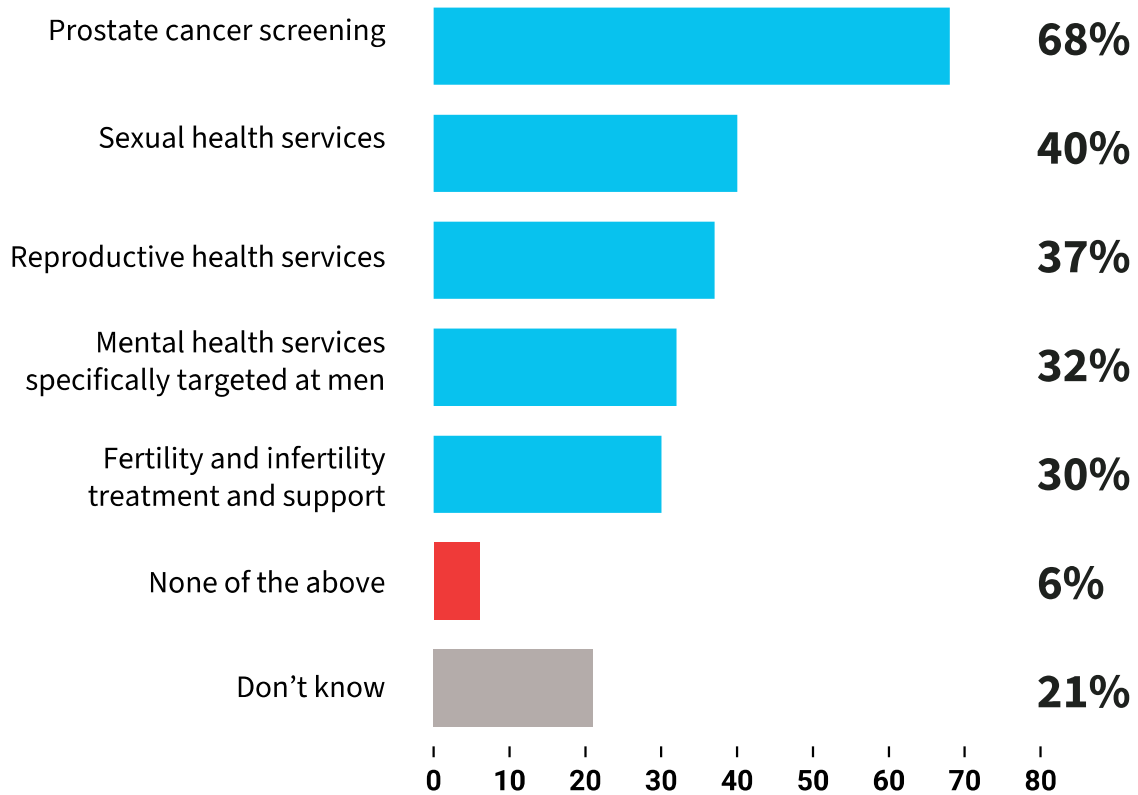
We asked respondents which men's health services their organizations include in the employee health benefits package. Encouragingly, 68% reported that prostate cancer screening is included in their health benefits package. Around two-fifths of respondents said their organizations offer sexual health services (40%) and reproductive health services (37%), with a slightly lower proportion providing mental health services specifically tailored to men (32%).

However, only 30% of organizations cover fertility and infertility treatment, despite rising male infertility. These statistics suggest that while prostate health is a primary focus, fertility and targeted mental health services are often overlooked, underscoring the need for more comprehensive and inclusive coverage of men's health issues. The diverse needs of men in midlife further reiterates the needs for employers to actively reduce stigma around health, and specifically aging health in the workplace.

Additionally, it is important to note that a fifth of HR professionals are unaware of the specifics of benefits offered, while a handful (6%) do not offer any such services.



**Which of the following men's health services does your organization currently include in its employee health benefits package? (select all that apply)**



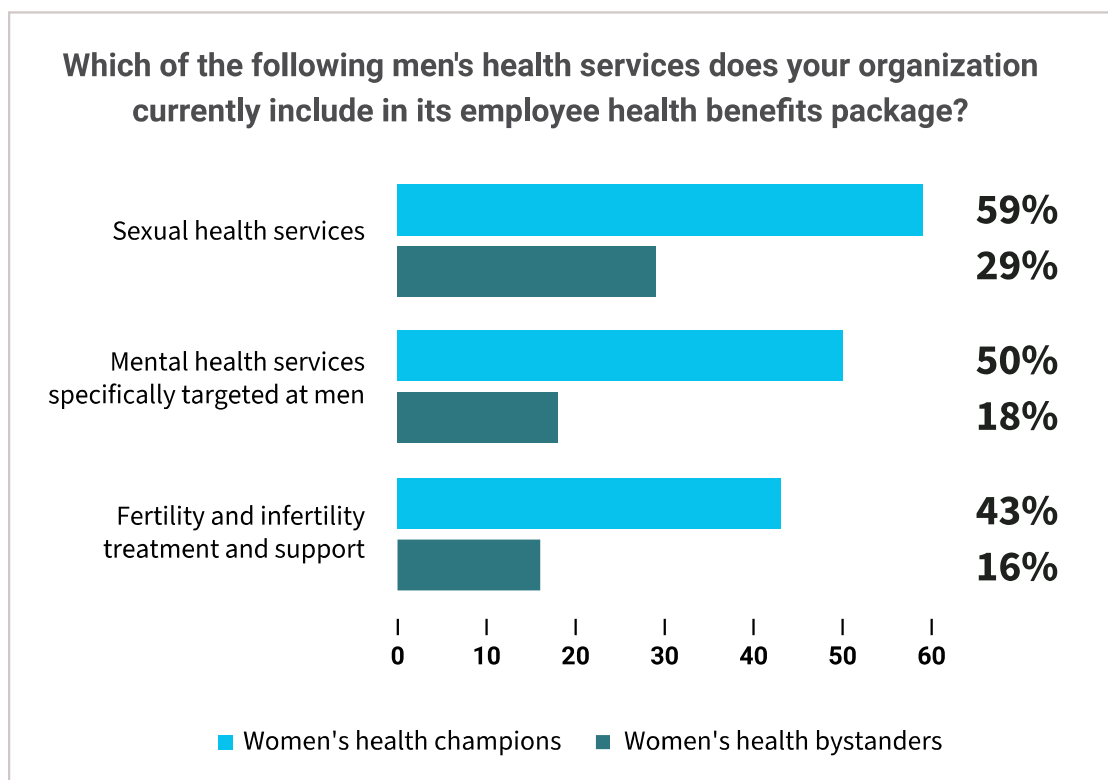
**30% offer fertility and infertility treatment and support for men as part of their health benefits package**



## Finding: Women’s health champion organizations are more likely to offer comprehensive health services for men as well

Women’s health champions are also more likely to offer men’s health services. For example, 50% of champion organizations offer mental health services specifically tailored to men, compared to just 18% of bystander organizations. Similarly, 59% of women’s health champion organizations offer sexual health services for men, while only 29% of bystander organizations do the same. There is also a notable gap in fertility and infertility support, with 43% of champions offering these services, compared to only 16% of bystander organizations.

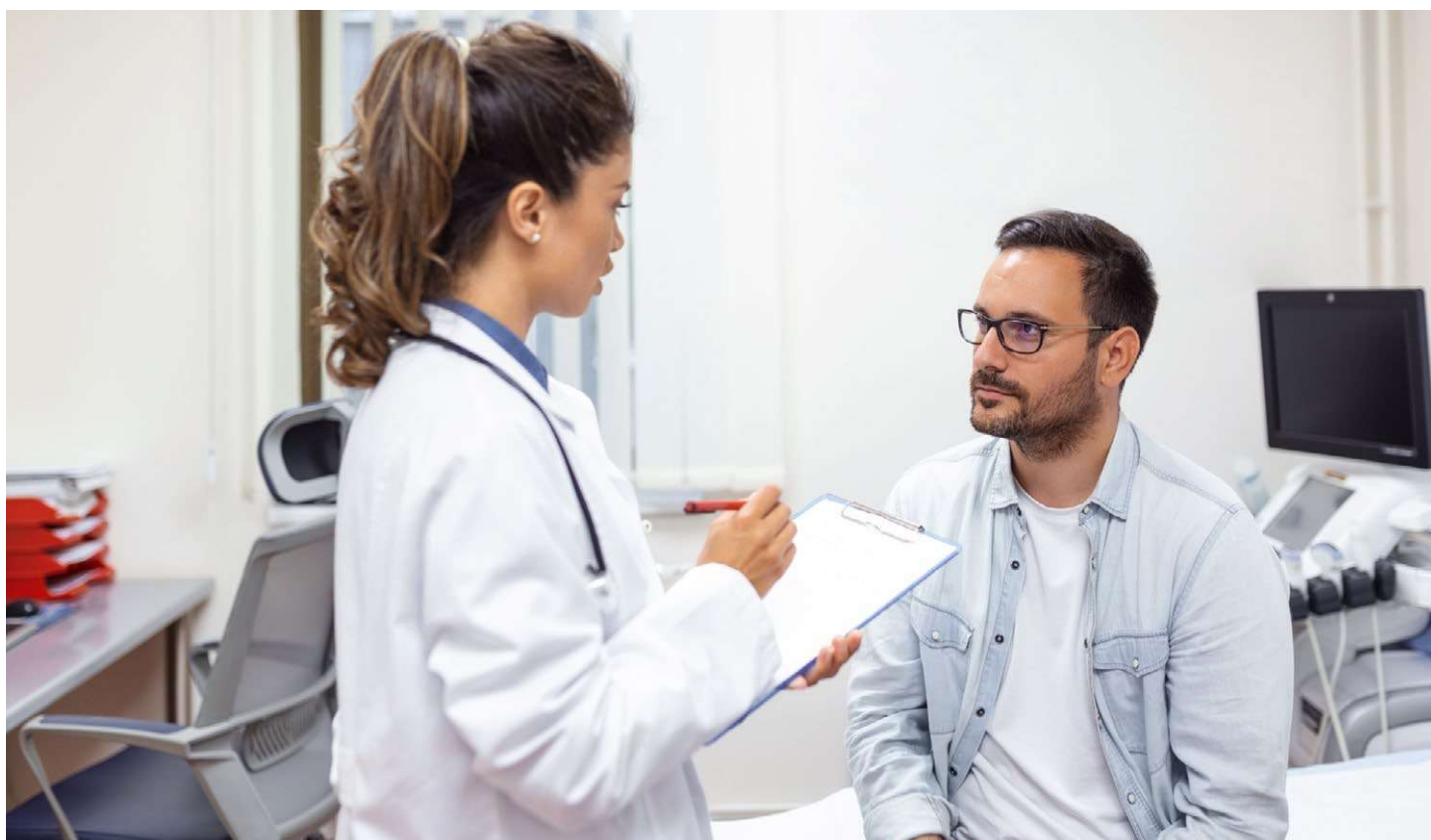
These findings are consistent with the fact that “champions” are defined as organizations that play “an active role in creating and maintaining a conducive and healthy work environment for all employees.” As such, a holistic approach benefits all individuals in the workplace.



## Strategic Recommendations

Based on our research we have the following recommendations:

- Expand health benefits to include menopause treatment and support, addressing the unique needs of midlife women and aligning coverage with employee expectations.
- Follow the lead of women's health champions by offering comprehensive health packages for all genders, as this proactive approach benefits the entire workforce.
- Regularly inform employees of available health services to ensure they fully understand and utilize their benefits.
- Treat menopause and sexual health as integral to standard healthcare coverage, reducing stigma and making these services accessible to those who need them.
- Update employer-sponsored health coverage to include diverse treatment and care options, such as coverage for telehealth visits with perimenopause and menopause experts, and coverage of hormonal and non-hormonal treatments.



# Best Practices in Developing Menopause-Friendly Workplaces



## Finding: Time off for medical appointments and consistent restroom access are the most common perimenopause/menopause-friendly workplace accommodations offered

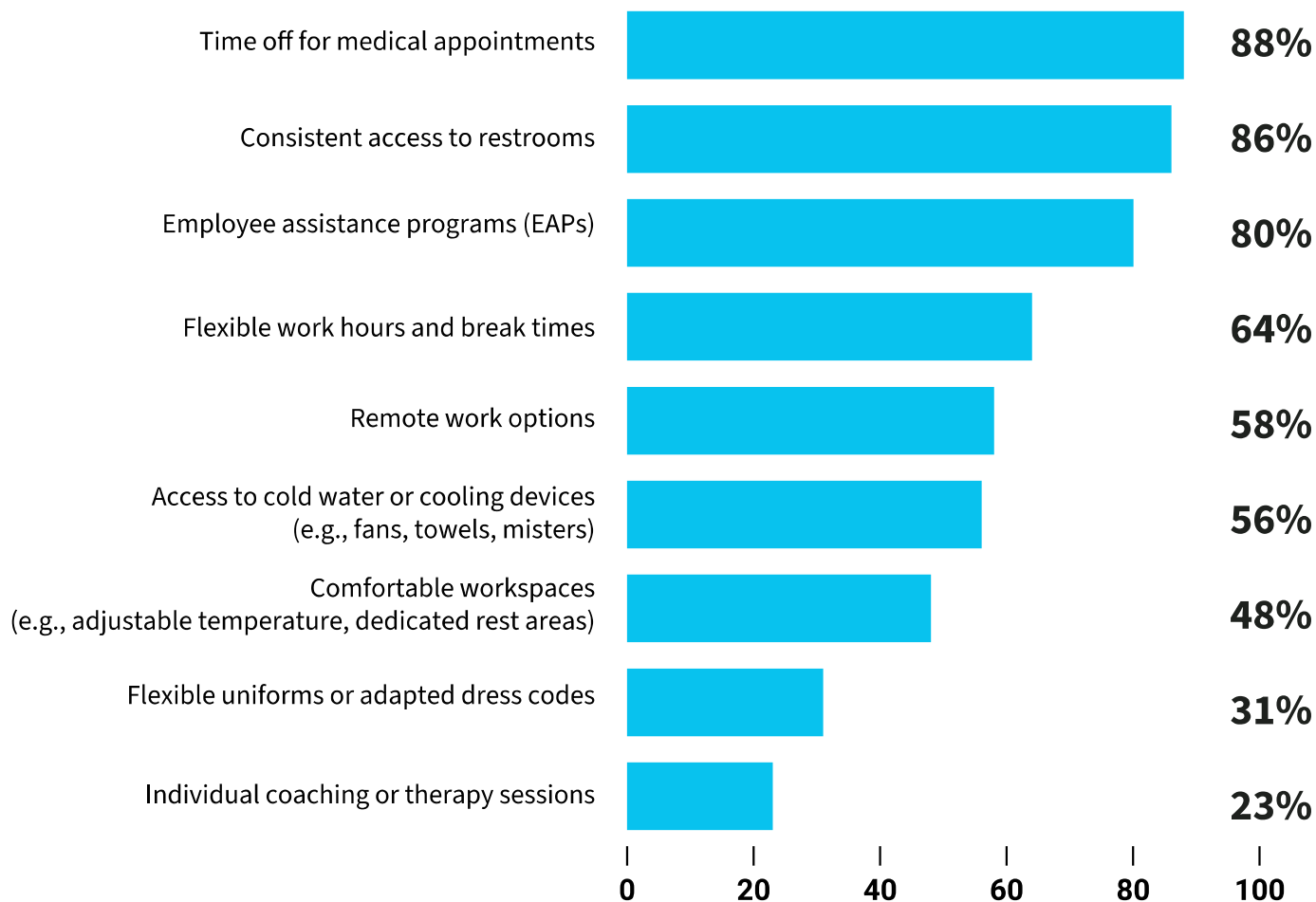
We asked respondents from women's health champion organizations about the perimenopause/menopause-friendly workplace accommodations their organizations provide. The most common accommodations include time off for medical appointments (88%) and consistent access to restrooms (86%). Employee assistance programs (80%), flexible work hours (64%), and remote work options (58%) are also frequently offered.

However, less than half of respondents reported offering more specialized accommodations, such as access to cooling devices (56%) or comfortable workspaces (48%), and only 23% cited providing individual coaching or therapy sessions. These results show that while basic accommodations are widely available, more specialized support options remain underprovided, suggesting a gap in fully addressing menopause-related workplace needs.

### Differences based on organization size

Large organizations are more likely to offer access to cold water or cooling devices (68%) compared to midsize (44%) and small organizations (54%), while large (82%) and midsize (93%) organizations are more likely to provide employee assistance programs (EAPs) than small organizations (68%).

**Which of the following perimenopause/menopause-friendly workplace accommodations does your organizations offer? (select all that apply)**







## Finding: Organizations that play an active role in reducing stigma offer a variety of initiatives to reduce the stigma of women experiencing perimenopause/menopause

We asked respondents whose organizations actively work to reduce stigma about the specific initiatives they have in place. A third of organizations offer workshops on inclusive practices, while over a quarter offer educational seminars or webinars on menopause (28%), mentorship opportunities and programs (26%), and employee resource groups (ERGs) (26%). These findings underscore the need for more formalized approaches to addressing women's health issues in the workplace.

### Differences based on organization size

Large organizations (40%) are twice as likely to offer educational seminars or webinars about menopause to reduce stigma compared to midsize (20%) and small organizations (24%).





**22% of organizations do not offer any of the listed initiatives to reduce the stigma of women experiencing perimenopause/menopause**

## Strategic Recommendations

Based on our research, we have the following recommendations:

- Offer cooling devices, comfortable workspaces, and individual coaching to complement basic accommodations like restroom access and medical time off.
- Actively address menopause stigma by adopting a leadership stance, which fosters a more supportive workplace culture.
- Organize workshops, seminars, and resource groups to raise awareness about menopause and support inclusivity.
- Extend flexible hours and remote work options to accommodate women managing perimenopause and menopause symptoms, improving comfort and productivity.
- Establish formal policies and programs dedicated to supporting women in midlife, creating a clear structure for menopause accommodations, including proactively informing employees that accommodations may be provided to help manage perimenopause and menopause symptoms.



# Key Takeaways

## Key Takeaway 1

**Expand health benefits to include menopause support.** Update healthcare packages to include comprehensive menopause-related treatments, such as hormone replacement therapy, non-hormonal treatments, counseling, and alternative therapies. Ensure employees can easily access and afford these benefits and create a support system that normalizes seeking help for menopause-related symptoms. This approach aligns with the evolving focus on employee well-being.

## Key Takeaway 2

**Reduce workplace stigma around menopause.** Encourage open dialogue about menopause by organizing awareness campaigns and training sessions for managers to recognize its challenges. Highlight menopause as a natural life stage rather than a taboo topic. By fostering empathy and understanding, the organization can build a culture where employees feel safe sharing their experiences in perimenopause, menopause, and other conditions.

## Key Takeaway 3

**Offer flexible work arrangements.** Introduce adaptive policies such as staggered hours, remote work opportunities, and job-sharing options to accommodate employees managing menopause symptoms like fatigue or hot flashes. Demonstrate trust and flexibility to enable women to balance personal health and professional responsibilities effectively.

## Key Takeaway 4

**Ensure basic and specialized accommodations.** Move beyond conventional measures by offering tools and spaces tailored to menopausal women's needs, such as access to cooling vests, adjustable desks, and private rest areas. Partner with experts to provide personalized coaching or consultations to help employees navigate menopause's physical and emotional aspects.

## Key Takeaway 5

**Promote awareness through education.** Host interactive workshops, seminars, and online learning modules to educate employees and leaders about menopause. These sessions can debunk myths, address misconceptions, and promote practical strategies for creating a menopause-friendly workplace.

## Key Takeaway 6

**Encourage leadership on women's health.** Identify and empower “women's health champions” of all genders to lead efforts addressing menopause and broader health issues. These champions can serve as resources, advocate for employee concerns, and spearhead initiatives that make the workplace more inclusive and health-conscious.

## Key Takeaway 7

**Formalize menopause-friendly policies.** Develop structured policies that explicitly address menopause-related needs, such as leave options, flexible schedules, and workplace adjustments. These policies should be clear, easy to understand, and widely communicated to ensure consistent support across all teams.

## Key Takeaway 8

**Include men's health in benefit plans.** Expand men's health coverage to address issues like stress management, fertility, and general wellness, ensuring gender-balanced health benefits. Offer holistic services, such as mental health counseling and preventive care, demonstrating organizational commitment to all employees' well-being.

## Key Takeaway 9

**Support employee assistance programs (EAPs).** Tailor EAPs to address midlife women's challenges, such as emotional well-being, physical health, and work-life balance. Providing confidential, professional support can help employees navigate symptoms while enhancing productivity and morale.

## Key Takeaway 10

**Address the impact of menopause symptoms on career.** Implement programs that recognize how menopause can disrupt career growth. Offer targeted mentorship, career coaching, and training opportunities to help women maintain, gain, and regain confidence and pursue leadership roles. Showcase success stories of women in midlife thriving in their careers and how workplace support allowed them to continue to thrive and excel in the workplace.

## About Aimed Alliance

Established in 2013 and based in Washington, D.C., Aimed Alliance is a non-profit health policy organization that works to protect and enhance the rights of healthcare consumers and providers. Aimed Alliance achieves this mission by conducting legal research and analysis; developing sound, patient-centered policy recommendations; and disseminating its findings to inform policymakers and increase public awareness. Learn more about Aimed Alliance at [aimedalliance.org](http://aimedalliance.org) or on X (formerly Twitter) at @AimedAlliance.



## About HR.com and the HR Research Institute

The HR Research Institute helps you keep your finger on the pulse of HR! Powered by HR.com, the world's largest community of Human Resources professionals, the HR Research Institute benchmarks best practices and tracks trends in human resources to help more than 2 million HR professionals (that many people can't be wrong!). Companies are backing up their strategic decisions with informed and insightful HR.com research references!

Over the past few years, the HR Research Institute has produced more than 180 exclusive primary research and state of the industry research reports, along with corresponding infographics, based on surveys of thousands of HR professionals. Each research report highlights current HR trends, benchmarks and industry best practices. HR Research Institute reports and infographics are available online, and always free. Visit [hr.com/hrresearchinstitute](http://hr.com/hrresearchinstitute) to maximize your HR potential. **#hrresearchinstitute**