



# MENOPAUSE FRIENDLY WORKPLACES: THE BUSINESS CASE

How to become  
Menopause Friendly →

## Menopause at work: the facts

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| <b>1 in 4</b><br>consider leaving work due to symptoms, 1 in 10 actually do. | <b>18%</b><br>of the average UK workforce is menopausal: the fastest growing demographic | <b>46%</b><br>don't disclose symptoms fearing negative perception. | <b>70%</b><br>experience menopause-related workplace stress. |
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## The benefits of being menopause friendly

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| <b>ATTRACT + RETAIN TALENT</b><br>Attract and retain experienced female talent, often at the peak of their career. | <b>INCREASE PRODUCTIVITY</b><br>Small accommodations can improve symptoms that impact productivity.                     | <b>STAY AHEAD OF THE LAW</b><br>Menopause action plans are mandatory for organisations with 250+ employees from April 2027 |
| <b>REDUCE ABSENTEEISM</b><br>Support helps reduce time off caused by fatigue, stress and poor concentration.       | <b>CLOSE GENDER PAY GAP</b><br>Menopause impacts promotions, hours and progression. Supporting it drives gender equity. | <b>THE RIGHT THING TO DO</b><br>Giving people the confidence to ask for support makes a huge difference to their lives.    |

## Menopause Friendly Membership - what's inside

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| <b>LIVE EVENTS</b><br>To regular webinars on key topics, special masterclasses and our annual awards | <b>BEST PRACTICE LIBRARY</b><br>Case studies, policies, templates, how-to-guides and the Menopause Friendly playbook            |
| <b>ON DEMAND LEARNING</b><br>Access to huge collection of webinar and masterclass recordings         | <b>MENOPAUSE ACTION PLAN TOOLKIT</b><br>Including templates and step-by-step guidance in line with the Employment Rights Bill   |
| <b>EXCLUSIVE DISCOUNTS</b><br>On our CPD-accredited menopause workplace training and support         | <b>CAMPAIGN PACKS</b><br>To share commitment, and celebrate events like World Menopause Day, International Women's Day and more |

## Join hundreds of leading employers...



**1. COMMIT**  
Join as a Menopause Friendly Member and show you're serious. You'll get tools to share your commitment widely.



**2. TAKE ACTION**  
Your membership is packed full of resources from webinars to toolkits to make real, lasting change.



**3. CELEBRATE**  
When successful, you'll be recognised as an accredited Menopause Friendly employer — a true mark of excellence.



**4. KEEP GOING**  
Accreditation lasts 3 years, with ongoing support to retain your accredited status and keep the momentum strong.

Start your journey today →

