

Understanding Menopause: An Employer's Guide

Menopause is a natural ageing process experienced by women, **usually between 45 and 55 years of age**. Symptoms can start **up to 10 years earlier** during the **perimenopause phase**.



Symptoms can last for several years, affecting productivity, attendance and wellbeing.

Common symptoms of menopause include:

- hot flushes
- fatigue
- sleep disturbances
- joint pain
- mental fog



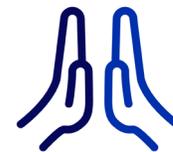
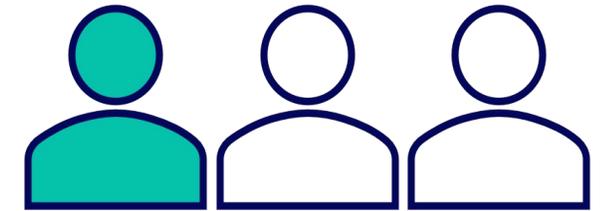
48% of the Welsh workforce is made up of women.



Almost **8 out of 10** menopausal women are in work.



Menopausal women are the fastest growing workforce group, with **1 in 3 workers** soon to be over the age of 50.



Creating a supportive and flexible work environment is essential.