

## LinkedIn Article by Dr. Kelly Teagle

# Menopause in the Workplace: What Every Leader Should Know *Evidence, Impact & Action*

*By Dr Kelly Teagle, Founder, CEO & Clinical Director, WellFemme*

### Introduction

Perimenopause and menopause are universal biological transitions, and women experience them while in the workforce. Yet despite how common this life stage is, menopause remains underrecognised in many workplaces, with tangible effects on women's wellbeing, performance and career progression.

### Why This Matters - Key Australian Evidence

- 83% of women report at least one menopause symptom that affects their work, including hot flushes, fatigue and concentration challenges — highlighting how common workplace impacts are.<sup>1</sup>
- 15% of women have considered leaving a job because of menopause symptoms, and another 13% report they have already quit for this reason. These are real workforce retention issues driven by unmanaged symptoms.<sup>2</sup>
- Menopause costs Australian women an estimated \$15.2 billion annually in lost earnings and superannuation due to reduced workforce participation and early exits — representing a significant economic impact on women's long-term financial security.<sup>3</sup>
- Businesses face about \$10 billion in direct costs annually — including hiring, training and productivity loss when menopausal women reduce hours or leave roles without adequate support.<sup>4</sup>
- In related Australian research, only around 20% of women feel their employer supports them, while 59% believe employers should play a greater role in menopause support — illustrating a clear gap in workplace inclusion and support.<sup>5</sup>
- 37.7 per cent of women will retire under the age of 55, generally the peak earning period of their career.<sup>6</sup>

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<sup>1</sup> Australasian Menopause Society (2024), [Menopause and the workplace.](#)

<sup>2</sup> Australasian Menopause Society (2024), [Menopause and the workplace.](#)

<sup>3</sup> Korn Ferry and Vira Health (2023), [Understanding the Role of Menopause in Work and Careers.](#)

<sup>4</sup> The Australian Institute of Superannuation Trustees (2022), [Measuring what matters: Understanding our economy and society while informing policy making](#)

<sup>5</sup> RiskInfo (2024), [MetLife Launches Program to Help Women Stay in Workforce](#)

<sup>6</sup> Australian Bureau of Statistics (2024), [Retirement and Retirement Intentions, Australia](#) (2022-23 financial year).

## Workplace Impact: Beyond the Numbers

These figures represent real women in real workplaces experiencing symptoms every day. Menopausal symptoms such as fatigue, hot flushes, anxiety, sleep disruption and trouble concentrating are widely recognised as impacting workplace performance and confidence.<sup>7</sup>

While earlier Australian research shows that only about 7% of women miss days due to symptoms, a notable 17% have taken extended breaks from work because of menopausal symptoms — showing that symptoms can still disrupt work involvement.<sup>8</sup>

**Menopausal symptoms are also often misunderstood** — for example, changes in memory or mood may be misattributed to stress or performance issues rather than health-related effects of hormonal change.<sup>9</sup>

## Hidden Organisational Costs

Putting aside the enormous personal, emotional and physical impacts for women, the financial impact on organisations isn't trivial:

- Loss of institutional knowledge and expertise when experienced staff leave
- Increased hiring and onboarding costs
- Reduced productivity from presenteeism (when employees are present but not fully functioning at their best)

Plus, there is a broader cultural cost: workplaces that lack menopause awareness may inadvertently foster environments where women feel unsupported or marginalised.

## What Workplaces Can Do

Supporting women through perimenopause and menopause doesn't have to be complex, but it *does* need to be intentional.

Here's what evidence suggests workplaces can implement:

### 1. Leadership & Manager Education

Train leaders to understand symptoms and respond supportively. Normalising conversations reduces stigma and helps managers recognise when an adjustment might help performance and wellbeing.

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<sup>7</sup> Australian Government, Commcare (2025), [Workplace Research Monthly Nov 2025](#)

<sup>8</sup> Jean Hailes, [Menopause at Work](#)

<sup>9</sup> Jean Hailes, [Menopause at Work](#)

## 2. Policy Integration

Embed menopause considerations into existing HR and wellbeing policies, such as flexible working, temperature control, rest breaks, and confidential support pathways.

## 3. Practical Workplace Adjustments

Small supports matter: adjustable uniforms, better air flow, cool zones, flexible hours, and workload adjustments during challenging symptom periods can make a real difference.

## 4. Culture & Conversation

Encourage open, non-judgmental dialogue about health transitions. Women who feel safe to talk about menopause are more likely to seek help early and stay engaged at work.

Evidence also shows that organisations embracing inclusive practices and “allyship” report notable boosts in morale and productivity, underlining the business case for proactive support.

# How WellFemme Can Support Your Organisation

We work with organisations to help them understand, support and retain women through perimenopause and menopause. Our corporate offering includes:

- **Tailored education and training** for managers and teams
- **Executive briefings** on menopause impact
- **Employee webinars and lunch & learn sessions** on symptoms and support
- **Downloadable resources and workplace conversation scripts**
- **Clinical consultation access** for staff experiencing symptoms
- **Policy planning support** for embedding menopause into broader wellbeing strategies
- **Licensed educational content** available on demand via your wellbeing portal

Our approach is evidence based and practical, designed to help organisations move from *awareness* to *action*, improving retention, performance and team morale.

If you want to foster a workplace where women feel supported through perimenopause and menopause and retain your valuable mid-career talent - let's talk about how WellFemme can partner with you.

**Contact us for a chat, and explore our corporate offerings.**

**Contact:**

[corporate.support@wellfemme.com.au](mailto:corporate.support@wellfemme.com.au)

**Our Services:**

[hello.wellfemme.com.au/wellfemme-offerings](https://hello.wellfemme.com.au/wellfemme-offerings)

Warmly,

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