



INTERNATIONAL WOMEN'S DAY

08 03 22

Menopause In The Workplace

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Agenda



Topic	Speaker
Current overview of Menopause topic in the industry what the Diversity Project Member's current benchmark is for menopause provision	Linda Rusheim, Founder - HT Financial Marketing and Marketing Lead The Diversity Project
Educational piece - understand what menopause really is and remove some of the myths	Dr Tina Peers, Consultant in Contraception and Reproductive Health. Founder - Menopause Consultancy
Personal stories	Monique King, Head of Risk at Julius Baer and Matt Lee, Executive Director at Julius Baer
Find out more about other initiatives and the Menopause pledge we are working on that will practically help Employers and Employees	Linda Rusheim, Founder - HT Financial Marketing and Marketing Lead The Diversity Project
Q&A	Everyone
Closing of the Diversity Project's IWD virtual event series. Find out about the Future Female Fund Manager programme that we are launching.	Helena Morrissey, Chair The Diversity Project

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Conclusions from the Menopause in the Workplace survey



Menopause in the
Workplace: Impact on
Women in Financial Services

October 2021

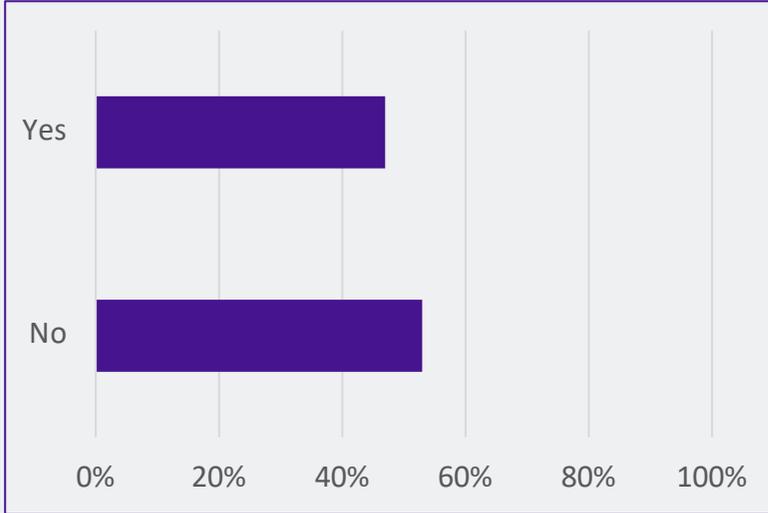


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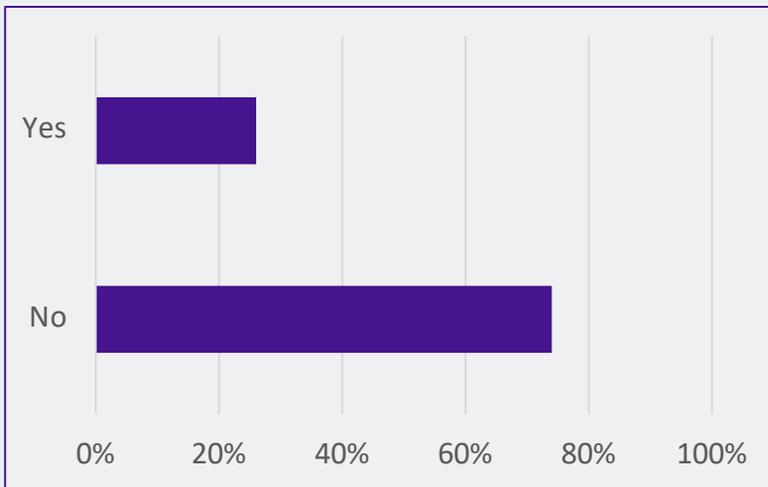
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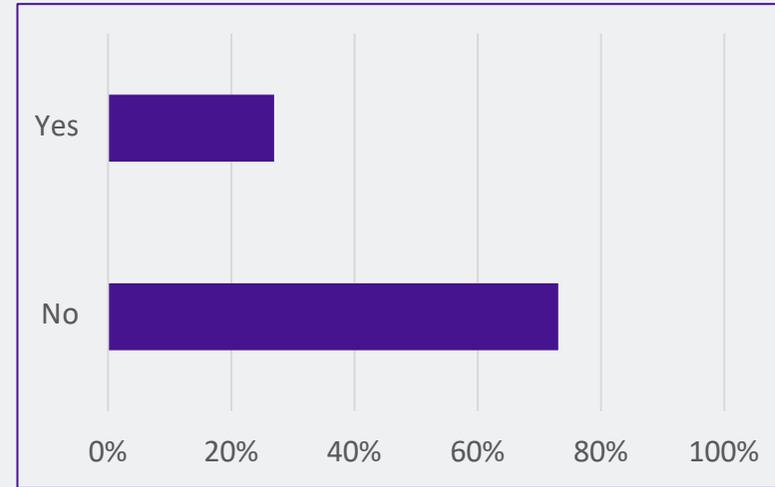
Does your firm provide educational materials explaining what the menopause is for employees and/or managers?



Does your firm provide training or coaching to managers?



Does your firm have menopause support networks?



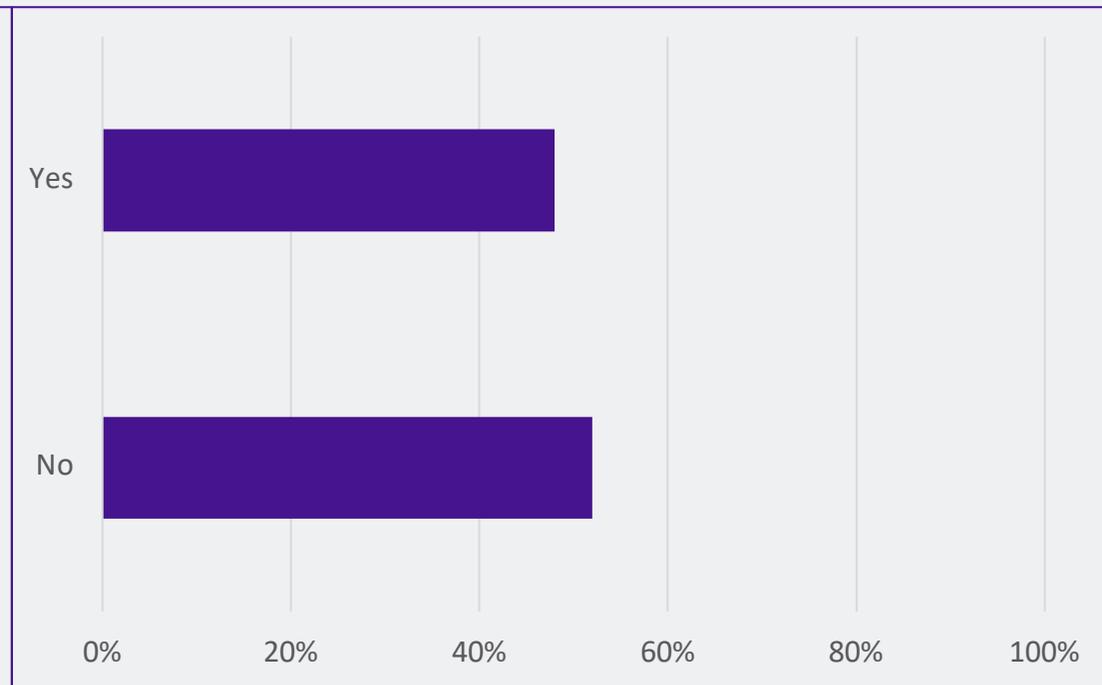
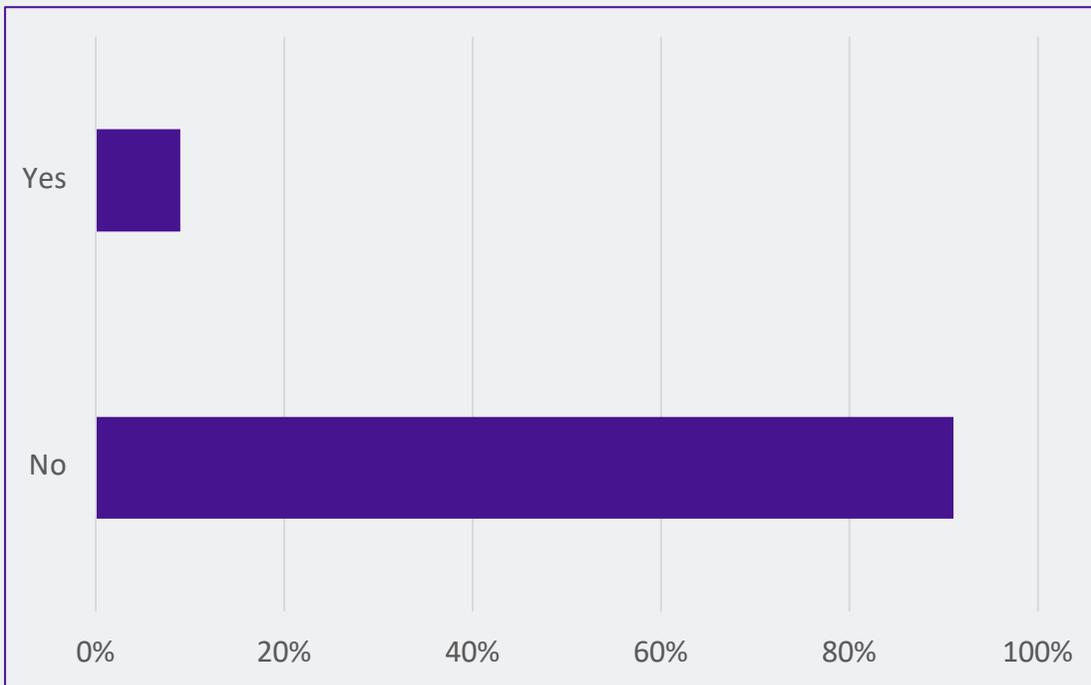
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Does your firm provide access to a menopause nurse who helps you compile a Peppy report for your GP?

Does your firm provide private medical or other 3rd party resources to support staff going through the menopause?

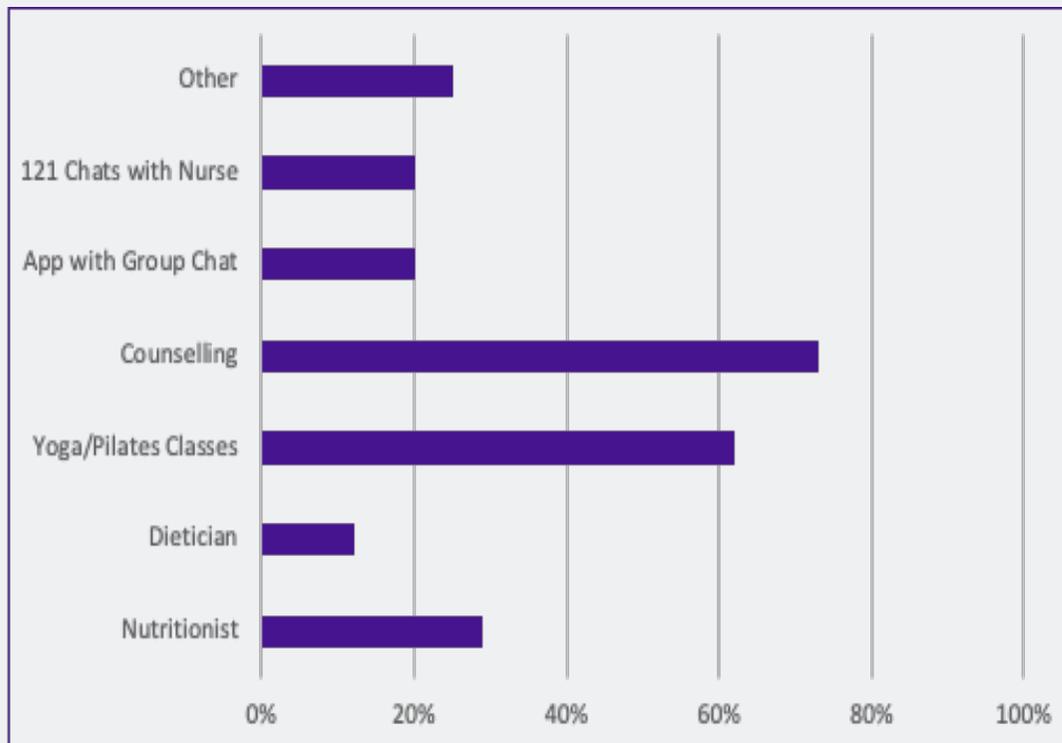


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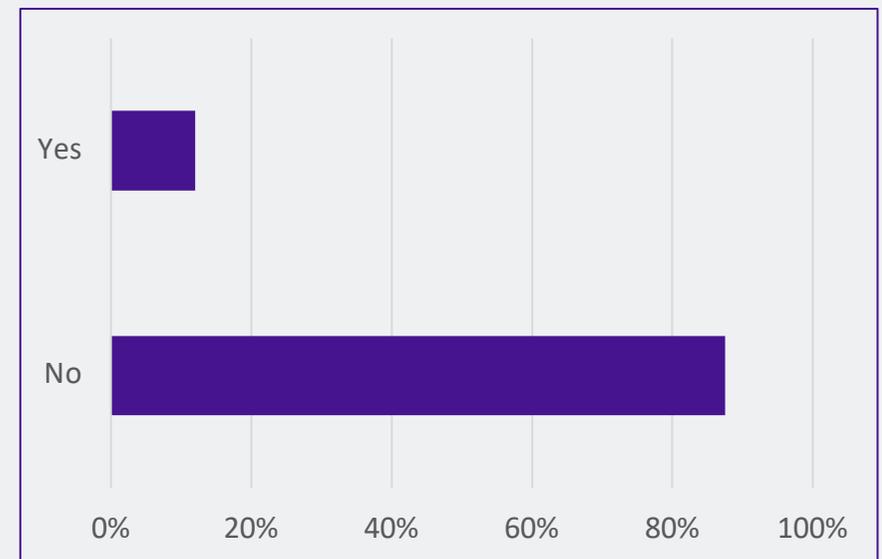
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Does your firm make other resources available to support the menopause such as:



Does your firm have a menopause policy?





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Management of the Menopause

Dr Tina Peers

Consultant in Contraception and
Reproductive Health

Founder - The Menopause Consultancy

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A Life-Changing Event



- Life expectancy continues to increase.
- Important to support good health and reduce the incidence of disease
- Requirement and desirable to live as full, healthy and active a life as possible into old age-delayed retirement
- Majority of women are unaware of the health impact of the menopause
- Some simple measures and improvements in lifestyle could protect them from significant health problems later in life, and, in some cases, premature death

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Healthy Options



- Sensible diet
 - Regular Exercise
 - Moderate alcohol intake
 - Smoking cessation
 - Appropriate weight loss
 - Blood pressure control
 - Good sleep routine
-
- These reduce the incidence of CVD, osteoporosis and breast cancer

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UK



>13 million women >45years old in the
UK

1/5 of the population

A fantastic resource or a huge burden to the
social care bill, and the NHS?

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Types Of Menopause

Type	Cause
Natural menopause	A change in the balance of the body's sex hormones, which occurs as a woman gets older-av age 51 yrs
Early/premature menopause (40-45 yrs/<40yrs)	Premature ovarian insufficiency: can occur at any age; often no clear cause –incidence 1/100 Genetics Underlying medical condition, e.g. chromosomal defects; autoimmune disorders Lifestyle factors, e.g. smoking; very low body mass index (BMI)
Induced/artificial menopause	Total hysterectomy Bilateral oophorectomy (surgical removal of the ovaries) Cancer treatments, e.g. chemotherapy; radiotherapy

1. NHS choices. Menopause. <http://www.nhs.uk/conditions/Menopause/Pages/Introduction.aspx>. Last accessed: June 2017.

Diagnosis Of The Menopause

Healthy women aged **over 45 years** should be diagnosed without laboratory tests:

- **Perimenopause** based on vasomotor symptoms and irregular periods-increased MBL
- **Menopause** when women have not had a period for at least 12 months and are not using hormonal contraception
- **Menopause** based on symptoms in women without a uterus
- Consider using a **follicle-stimulating hormone** (FSH) test to diagnose in:

Women aged **40–45 years** with menopausal symptoms, including a change in their menstrual cycle

Women aged **under 40 years** in whom menopause is suspected

1. NICE guideline NG23. 2015 www.nice.org.uk/guidance/ng23

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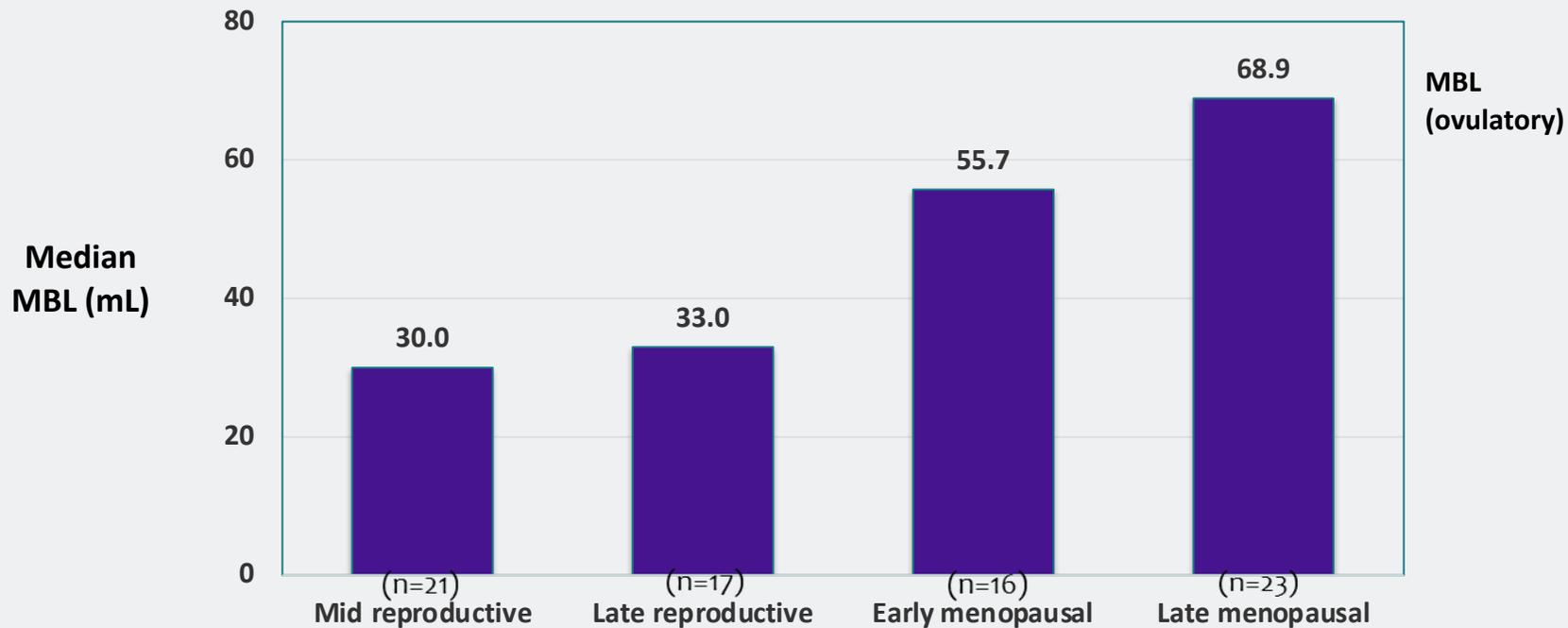
Perimenopause

- ❖ May be a time of increasing **menstrual dysfunction**
- ❖ Continuing risk of **pregnancy**
 - Effective contraception is still required
- ❖ Many women experience intermittent **vasomotor** symptoms
 - Traditional menopausal hormone therapy is **NOT a contraceptive**



Menstrual Blood Loss In Perimenopause¹

- Advancing age is associated with **increasing menstrual blood loss (MBL)** in women with ovulatory cycles



Menstrual blood loss measurements were performed in **77** healthy women aged **21-55 years**

1. Hale GE, et al. Obstet Gynecol 2010; 115: 249–56

Symptoms Of The Menopause (80% Of Women Are Affected)

- Hot flushes
- Night sweats
- Poor sleep
- Depression
- Carpel tunnel syndrome
- Nocturia
- Itchy skin
- Dry skin
- Muscle weakness/fatigue/loss of volume, Sarcopenia



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Symptoms Continued:

- Receding gums
- Brittle nails
- Low libido
- Vaginal dryness
- Bladder irritability
- Osteoporosis
- Vaginal infections
- Weight gain
- Dry eyes



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Symptoms Continued:

- Reduction in collagen-leads to a change in appearance
 - Aches and pains
 - Irritability
 - Low mood
 - Forgetfulness
 - Anxiety attacks
 - Panic attacks
 - Lose Confidence
 - Back ache
 - Sexual function loss
-
- 10% of women will have symptoms for longer than 12 years!

Effect On The Woman

- Misery!
- Very debilitating.
- Exhaustion both mental and physical.
- Detrimental to all relationships-home and work
- Start to feel that they have lost their identity/femininity/intimacy/control/their faculties/ability to cope/their 'mo-jo'
- Asymptomatic women have very little idea of the detrimental effect on their health the menopause can have

National survey – The results



In May 2016, a survey conducted by Ipsos MORI on behalf of the British Menopause Society (BMS), has revealed that one in two women in Great Britain (aged 45-65 who past ten years) go through the menopause without consulting a healthcare professional. This is despite women surveyed reporting on average seven different symptoms and 42% saying their symptoms were worse or much worse than expected.



 This despite women reporting on average seven symptoms and 42% feeling their menopause symptoms were worse or much worse than they suspected.

 50% of women said their menopause symptoms had impacted their home life.

Many experienced symptoms they did not expect, including:

- 22%** unexpected sleeping problems/insomnia
- 20%** difficulty with memory/concentration
- 18%** experienced unexpected achy joints

More than a third said their menopause had impacted their work life.

79% of women surveyed experienced hot flushes and **70%** experienced night sweats



36% women said their menopause symptoms impacted their social life

 **50%** reported their menopause symptoms impacted on their sex life



www.womens-health-concern.org
Reg Charity No: 279651
Company Reg No: 1432023

For further details – please visit

www.thebms.org.uk or telephone **01628 890 199**



www.thebms.org.uk
Reg Charity No: 1015144
Company Reg No: 02759439

March 2017

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BMS Survey 2016



- 45% report symptoms have a negative impact at work
- 51% say it has affected their sex-lives negatively
- 42% feel less sexy
- 38% of partners feel helpless
- 28% report that lack of understanding leads to arguments
- Affects on their social life -
- 33% less outgoing, 32% feel they are bad company, 23% feel isolated.

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Is There Help?



Yes there is!

One option is HRT. It is safe and effective not just for symptom control but also to reduce the risk of cardiovascular disease, osteoporosis, Dementia, bowel cancer, metabolic syndrome, and restore sexual function!

www.menopauseconsultancy.co.uk

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What is the Diversity Project working on next?

Registration will open within the next couple of weeks!

Month	Topic
April	Types of menopause and role models: natural, medical and early menopause
May	Mental health and menopause: treatment types, including alternative medicine
June	Supporting those who support you in menopause / The indirect impact of menopause
July	Nutrition and Exercise - menopause
September	Menopause for line managers
30 th September	The DP menopause pledge

We will work on a role model campaign in Q2, and welcome everyone to take part. Email us on info@diversityproject.com to get involved to help break the taboo. Plus, we intend to launch a Diversity Project Menopause pledge ready for World Menopause Day later on in the year.

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In Summary

We think that Menopause is an opportunity for the investment and savings industry – it is one way for firms to show they are serious about Gender Equality in the workplace.

For those that are experiencing the menopause or it's symptoms, the NICE guidelines are really helpful, we will shortly be launching a Menopause resource page on the Diversity Project website and remember you are not alone - there is help.



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