

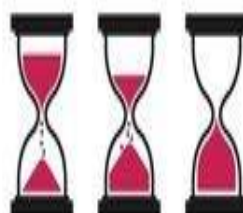
Health and Work **Menopause Focus**



The menopause is a natural part of female ageing when menstruation stops

It usually occurs between **45 and 55 years of age**, although it can occur anytime up to mid-60s. Symptoms which might affect work include tiredness, poor concentration and memory, and low confidence

Symptoms of the menopause usually last between **4 and 8 years**



Evidence indicates that approximately **20-25% of women** will have hot flashes which adversely affect their perceived quality of personal and working lives

The average age for women to reach menopause in the UK is

51 years



Around **75-80% of women** of menopausal age are in work



By 2020 it is estimated that

1 in 3 British workers will be over the age of 50



Consequently, at any one time a significant proportion of older female workers will experience symptoms which might feasibly **impact on working life**

