



# **EQUITY AT WORK**

## **NO TIME TO PAUSE**

education, support &  
solutions for menopause in  
the workplace

**AMANDA THEBE**





# how is menopause a workplace issue?

By 2025 there will be 1 billion women in menopause globally, currently in Canada 46% of the female workforce are menopausal. Yet in a recent survey, 72% of women felt unsupported and unable to speak up with their managers.

Many women struggle to cope with symptoms that impact their quality of life, which ultimately impacts their employment as reduced productivity, more time off work and in some cases, resigning from their job.

# the stats

1 in 3 women considered giving up their job due to menopause

62%

of women felt their menopausal symptoms led to a moderate impact on their work. 18% said it had an extreme impact.

96%

of women wanted menopause training and resources in their workplace

70%

of women would not discuss menopause with their managers

# cost & burden to employers

“symptom-related lateness for work, lost productivity due to medical appointments during working hours [and] women who reduce their working hours due to symptoms”.

**60%**

work productivity loss because of menopause symptoms and increased utilization of medical resources (121% higher)

**\$660**

billion

global burden on healthcare of menopausal women experiencing vasomotor symptoms

**\$150**

billion

global burden on the economy due to productivity losses

# Solutions

I work with your organisation to deliver the following:

- **Intro to Menopause**
- **Management Menopause Training**
- **6-Step Blueprint of Workplace Solutions**

# bio

Amanda Thebe is Canada's first menopause coach and educator. Through menopause advocacy and education, Amanda provides on-site or virtual presentations in the workplace to improve productivity, retention and attendance for female employees.

She is the author of the Amazon best-selling book, *Menopocalypse: How I Learned to Thrive During Menopause and How You Can Too!* Amanda is a highly-regarded expert on women's health and fitness.

Reach out to Amanda and let's get started  
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