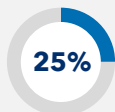


# Empowering women's health: Tackling menopause in the workplace



Nearly half of women aged 40 to 60 experience menopause-related symptoms that impact their work<sup>1</sup> – yet few feel supported in their benefits plans.

## Menopause is more than a personal challenge – it's a workplace challenge



of the Canadian workforce consists of women over age 40 – the prime years for perimenopause, menopause and postmenopause<sup>1</sup>



of women experience perimenopause/menopause symptoms such as hot flashes, sleep disruption, mood changes and cognitive difficulties<sup>1</sup>



Symptoms contribute to absenteeism, presenteeism, reduced retention and lower employee satisfaction



Supporting women through this universal experience helps them stay healthy, engaged and productive at work

## Employers can lead the way in addressing the invisible health equity gap

Acknowledging menopause as a legitimate health challenge fosters a more inclusive environment. Offering tailored benefits helps women feel supported at every stage of their career.

- **77%** agree there should be more support in the workplace for women going through perimenopause/menopause<sup>1</sup>
- **75%** agree employees would benefit from more workplace support during perimenopause/menopause<sup>1</sup>

### Did you know?

**40%**

of working women believe there is stigma around menopause<sup>1</sup>

**67%**

would not feel comfortable speaking to their supervisor or HR about their symptoms<sup>1</sup>

## How Co-operators can help you support women's health



### Flexible plan design

Health Care Spending Accounts offer enhanced flexibility by covering medical expenses not covered in the core plan.

Personal Spending Accounts can cover holistic treatment, fitness and lifestyle expenses.



### Digital wellness tools

Digital solutions offer 24/7 access to care through employee assistance programs, cognitive behavioral therapy (CBT), iCBT and virtual health care.

Menopause management resources through wellness platforms like TELUS Health.



### Extended health care

Paramedical coverage supports holistic treatment options – naturopathic care for diet and lifestyle, physiotherapy for pelvic floor therapy.

Prescription drug coverage can help pay for mental-health medications and hormone therapy.

**Co-operators is committed to advancing gender health equity by offering benefits that meet real-life needs. Connect with your group benefits advisor to discuss how you can better support women's health [or visit our website to explore our solutions.](#)**

#### References

1. Menopause and Work in Canada, 2023.

Photo: SDI Productions / iStock

Sponsored by:



PARTNER CONTENT