

EMPLOYEE SUPPORT

MORE EMPLOYERS OFFER MENOPAUSE BENEFITS

A GROWING number of employers are adding menopause-related benefits to their health and wellness programs, recognizing both the personal and business impact of this phase of women's health.

According to a 2023 Mayo Clinic report, menopause-related symptoms are responsible for an estimated \$1.8 billion in lost workdays annually in the U.S., largely due to absenteeism and diminished productivity.

As a result, employers such as Microsoft, IBM and several large financial institutions have already launched menopause initiatives. A 2024 Mercer report found that 15% of U.S. employers now offer menopause-specific benefits, compared to virtually none just a few years ago.

The rise of menopause benefits

Menopause is defined as the point when a woman has gone 12 months without a menstrual period, typically around age 52.

But the transition often begins much earlier. Perimenopause, the lead-up phase, can last several years and bring with it a wave of challenging symptoms: hot flashes, brain fog, insomnia, mood swings and more — that interfere with daily life and work performance.

Besides helping retain top talent and improving productivity, offering menopause benefits may help companies comply with workplace protections under laws like the Pregnant Workers Fairness Act. It can also help improve the employer's brand.

What employers are providing

Flexible work arrangements. This includes remote options, reduced hours or flexible schedules to help manage symptoms.

Access to virtual care. These services provide access to menopause-trained providers, including reproductive specialists.

Mental health support. This can be offered through your employee assistance program and mental health platforms.

Hormone replacement therapy coverage. Financial benefits like flexible spending accounts and health savings accounts allow employees to use tax-advantaged funds for services such as HRT, which is typically not covered by group health plans. Self-insured employers can choose to include coverage in their plans.

Environmental accommodations. This can include providing portable fans, relaxed dress codes, wellness rooms and more.

Educational resources. Provide access to digital content on menopause health and treatment options, including webinars, videos, podcasts, journals and articles.

Communication is key

Employers can get the word out among their staff by:

- Hosting sessions about menopause support programs.
- Training managers on how to speak sensitively about menopause in the workplace.
- Highlighting these benefits in enrollment materials.
- Ensuring that digital portals and HR systems clearly identify menopause-related resources.