

Menopause in the U.S. Workplace

hbm

HEATHER BELL MOORE
CORPORATE MIND BODY COACH

20%

of U.S. workers are menopausal

A growing body of research reveals menopause is a silent workforce crisis — affecting millions of women at the very peak of their careers.

ECONOMIC IMPACT

\$26.6B

Total annual U.S. economic impact — productivity losses plus healthcare costs

Mayo Clinic, 2023

EARNINGS PENALTY

10%

Less women earn within 4 years of seeking care for menopause symptoms

Stanford SIEPR, 2025

GLOBAL COST

\$150B

Annual global productivity losses attributed to menopause symptoms

AARP Research, 2024

WORKPLACE SUPPORT GAP

How women experience menopause at work — and what they're asking for.

Want more workplace support for menopause **84%**

Currently have *no* workplace accommodations **76%**

Say menopause has impacted their job performance **49%**

Believe menopausal women are seen as less productive or stable **48%**

Have declined a job due to lack of menopause support **1 in 10**

CAREER & HEALTH REALITIES

The hidden costs shaping the careers of women over 40.

85% of women experience symptoms — which can begin between ages 45–55 and last a decade or more

\$1.8B in annual U.S. productivity losses from missed workdays alone — not counting presenteeism or reduced hours

10.8% of women aged 45–60 report missing work due to symptoms, averaging 3 days per year

<10% of the NIH's research budget is dedicated to women's health — yet 88% say it deserves at least 25%

“Menopause is one of the most common issues impacting women across the entire pipeline — from the front line to the C-suite. Stigma and lack of support contribute to women's attrition and further erode the leadership pipeline.”

— CATALYST GLOBAL SURVEY, 2024

LEADERSHIP PIPELINE

28%

Women's representation in the C-suite. Menopause hits at the exact moment women are climbing toward senior leadership. (McKinsey, 2023)

THE MILLENNIAL FACTOR

32%

of millennial women already report experiencing menopause symptoms — and are more aware of its career impact than Gen X women. (Carrot Fertility, 2024)

OUT-OF-POCKET COSTS

\$13B+

spent annually by U.S. women on menopause symptom treatment — over \$10B on non-medical treatments alone. (AARP, 2024)