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A ZEST WEBINAR

Empowering
menopause
conversations

Fostering inclusivity and
understanding in the workplace

For World Menopause Day
18th October 2023



EMPOWERING MENOPAUSE CONVERSATIONS:

Let's meet ***the panel***



Clare Reynolds

Chief Operations Officer, Zest Benefits

Clare has been at Zest for over 12 years and is responsible for directing all the operational aspects of the business. Read more from her in our Q&A [here](#).



Ann O'Neill

Co-founder and CEO, Adora Digital Health

Ann created Adora, a smart digital tool that combines human-led support with Artificial Intelligence to guide, support, and nurture every woman experiencing menopause. Read more about Ann's personal journey [here](#).



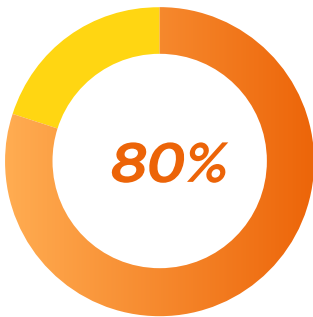
Claire Blomley

Senior Benefits Manager, Teva

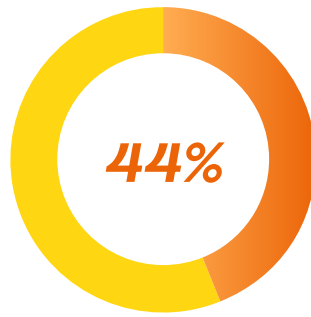
Teva Pharmaceuticals has been developing and producing medicines for more than a century and has a portfolio of 3,500 products in nearly every therapeutic area. Read more [here](#).

EMPOWERING MENOPAUSE CONVERSATIONS:

Exploring the issue



of respondents said menopause presented a challenge at work



of employers believe there's still a stigma attached to menopause

In a study of 2,000 employees by Carrot Fertility, **80%** of respondents said menopause presented a challenge at work, while **72%** said they felt self-conscious and uncomfortable when experiencing a symptom of menopause in the workplace.

Furthermore, a survey of 2,000 employees and 500 business owners by Benenden Health found **23%** of women who have been unwell as a result of menopause have left their jobs.

Almost half (**44%**) of employers believe there's still a stigma attached to menopause. Colleagues can be nervous around having these important conversations with HR leaders and it's a subject that needs more support from employers on a day-to-day basis.



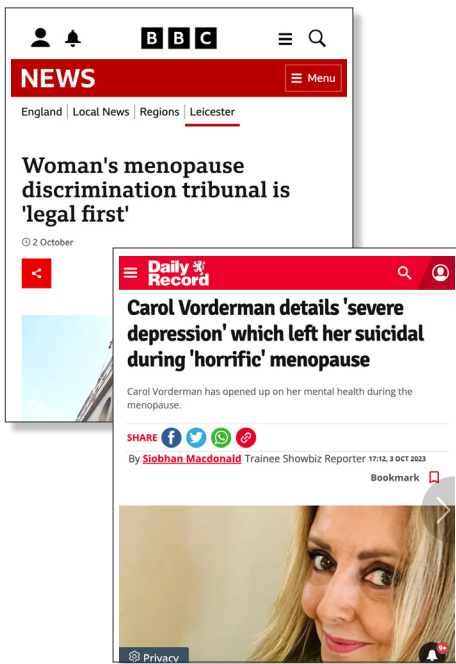
EMPOWERING MENOPAUSE CONVERSATIONS:

Understanding the impact of menopause on your workforce

It's important to foster inclusivity and understanding. Having explored different challenges faced in the workplace, Zest found that only **17%** of businesses offer menopause support, while in the last year, our research found just **2%** of employees used the menopause support their employers offer.

“Menopause is a significant life event that affects women both personally and professionally but by fostering a supportive and understanding workplace environment that incorporates relevant employee wellbeing benefits, employers can help women navigate this transition with confidence and empower them to continue thriving in their careers”

Zest CEO, Matt Russell



EMPOWERING MENOPAUSE CONVERSATIONS:

Gaining understanding and insight

With a growing skills shortage, an aging workforce and recruitment challenges, businesses need to ensure they accommodate for all employees. Helping HR leaders to create a more supportive work environment is key to this challenge.

A revolutionary new British standard, BS 30416, aims to provide all businesses with guidance on how they can adequately support their employees who menstruate and experience menopause symptoms. But what benefit tools are available to help foster greater inclusivity?

Our research shows **39%** of employees feel the benefits on offer to them are completely irrelevant to their personal situation yet when asked to create their own benefits package, just **6%** said they would want menopause support included in this — **8%** were aged between 35-54.

With roughly **20%** of any workforce within a stage of menopause at any one time, there is a huge disparity which needs to be addressed — the only way to do this is through education and conversation.

“Whilst it’s women who go through menopause, it impacts everybody. We hear from younger people talking about their mothers going through it, partners and husbands talking about the impact on their relationships. We do a number of webinars and one we do is specifically for men to support their wives, partners, or their colleagues in the workplace, and men are really keen to understand more.”

Ann O’Neill, Co-founder & CEO, Adora Digital Health



EMPOWERING MENOPAUSE CONVERSATIONS:

A case study

Zest's award-winning employee benefits platform helps HR leaders create a more supportive work environment by enabling them to adopt practices in the workplace that support women experiencing menopause.

Recognising that more conversation needed to be had around menopause in the workplace, Teva launched a menopause initiative at the end of 2021 which now includes a calendar of regular activities including monthly coffee mornings as a safe space to discuss menopause, regular menopause education sessions with external speakers and dedicated Let's Talk menopause page on the company's intranet.

With the support of Zest's innovative benefits technology, Teva was also able to launch a menopause plan to its benefits portal at the beginning of 2023 and uses targeted communications via the Engagement Centre to inform employees of the benefits.

The initiative was shortlisted for the 2023 Employee Benefits Award.

“It doesn't have to be expensive. One of the cheapest things we've introduced in the office is a coffee morning once a month...it's all about empowering women to talk about menopause and, once they feel they're not the only one, that can be really powerful. We've had some really good feedback from employees surrounding that.”

Claire Blomley, Senior Benefits Manager, Teva



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Thank you