



### **INFO-BOX**

- Menopause tends to occur between women's late 40s and early 50s
- Lasts 2-3 years; and up to 10 years if the transition to menopause (perimenopause) is included
- Hormone changes (e.g. declines in estrogen & progesterone) impact all the body and, among other things, can:
  - Cause hot flushes, night sweats, sleep loss, palpitations, lowered libido, lowered mood, anxiety
  - Affect short-term memory & concentration
  - Increase fatigue, irritability
- 70% of women have symptoms, of whom 40% will seek medical help (UK Study)
- Its intensity, duration and symptoms are unique for every woman – so it's risky to generalise

**MALE-BOX** *Attributing it to menopause, men often criticise women's decisions and actions. However, it was men who:*

- Used company resources to store wine (David Hisco, CEO ANZ)
- Didn't secure access to NZ Budget 2019 and blamed "deliberate and systematic hacking" (Gabriel Makhlouf, Treasury Secretary)
- Used ministerial credit card to watch pornography (Shane Jones, MP)
- Got "grumpy" in the MP gym and with Air NZ (Stuart Nash, Police Minister)

### **TIP-BOX**

- Use energy wisely
- Exercise 20-30m a day – helps boost other hormones
- Reduce coffee, alcohol, sugar, dairy; and food portions
- Eat fruit, veg, whole grains, lean meats/fish
- Embrace sleep, relaxation (stress eats energy), hydration
- Cool the bedroom; wear less in bed
- Rationalise your diary – say "no" more often to save energy
- Talk to your boss about solutions, e.g.: having a fan, moving to a cooler space, flexible working hours
- Consider herbal remedies
- Keep a diary to monitor for the predictability of symptoms
- Go to your GP if discomfort persists
- Check out the advice from the Wellington Menopause Clinic <http://www.wellingtonmenopauseclinic.co.nz/info.htm>

### **BOSS-BOX** *(Especially FAO young, particularly male, managers)*

- 70% of women don't inform employers when they are experiencing menopause (UK Study)
- If you create an environment where it is safe to talk about menopause, it will help to alleviate some of its impacts (e.g. anxiety, isolation, absenteeism) and you will retain valuable staff
- Menopause is an occupational health issue. Links:
  - Supporting Working Women Through the Menopause (TUC, UK): [https://www.tuc.org.uk/sites/default/files/TUC\\_menopause\\_0\\_0.pdf](https://www.tuc.org.uk/sites/default/files/TUC_menopause_0_0.pdf)
  - Tackling the menopause taboo in the workplace (J. Burnford, 30/11/18): <https://www.forbes.com/sites/joyburnford/2018/11/30/tackling-the-menopause-taboo-in-the-workplace/#6cab9d6725ed>

### **MIN-BOX**

- "Male menopause" (andropause)? – No, but check out: <https://www.nhs.uk/conditions/male-menopause/>