

# Unveiling the Hidden Impact: Menopause in the Workplace

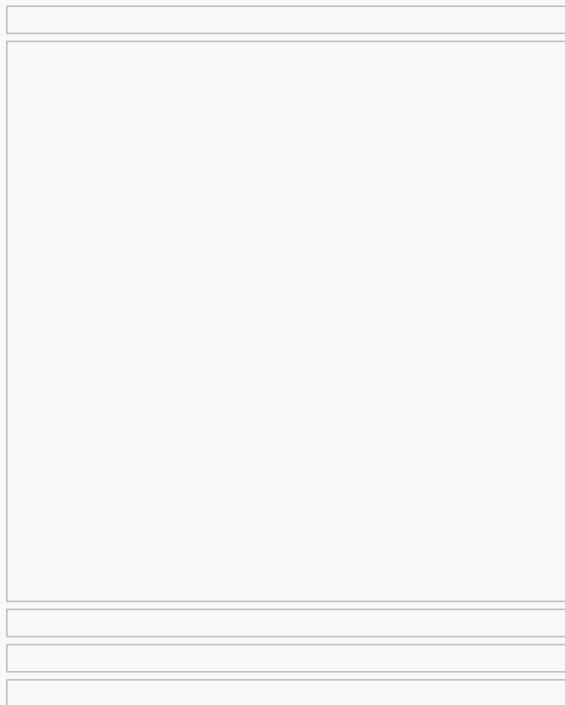


Let's talk about menopause. It's a natural biological stage for women all around the world, but for too long, it's been shrouded in silence and misunderstanding. While we're making progress in acknowledging the physical and emotional aspects of this transition, there's still a significant and often overlooked challenge – the profound stigma that can exist within workplaces.

[Astellas' Menopause Experience and Attitudes Study](#) gathered perspectives from 13,800 individuals across six countries, which revealed women navigating menopause are still encountering considerable obstacles and discrimination in the workplace.

## The Workplace Reality: More Than Just Symptoms

The study's findings paint a clear picture of the widespread impact of menopause in the workplace – in fact, one in every dozen women with lived experience of menopause feels they have been discriminated against in their careers because of the menopause<sup>1</sup>:



These statistics underscore that the challenges extend far beyond individual symptoms; they touch upon career progression, financial stability, and overall professional well-being. It is also clear that the impact extends beyond the individual, reaching organizations through reduced productivity, increased absenteeism, and the loss of valuable talent.

## Sharing Experiences

At Astellas, we are committed to building a culture of understanding, inclusivity and care. We want to understand the impact of stigma on women experiencing menopause and continue to work closely with the community to better understand the experiences of those impacted.

Bridget Perks, Deputy Head Teacher of a Secondary School with lived experience of menopause, shared her powerful testimony highlighting the urgent need for systemic change and a shift in workplace culture. “The impact on day-to-day life of menopause symptoms is massive and when you are at the zenith of your career it can be debilitating,” said Bridget. “Discrimination against women experiencing menopause remains a persistent issue in the workplace and it will continue unless comprehensive support systems are put in place. No woman should have to suffer in silence. Employers have a responsibility to foster an environment where menopause is understood, support is accessible, and women feel empowered to speak up and seek help.”

The study further reveals that this discrimination is a global phenomenon, though its prevalence varies:

- 5% of women in the United States and Canada say they have experienced discrimination in the workplace after entering

the menopause, rising to 7% in Germany, 8% in Australia, 9% in Brazil and 12% in Mexico.<sup>1</sup>

- In the United States, 3% of women feel they have missed out on a salary increase or promotion because of the menopause - compared with 6% in Brazil and Australia and 7% in Mexico.<sup>1</sup>

## A Call to Action: Building Menopause-Inclusive Workplaces

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Recognizing this critical need, Astellas is taking a proactive step by launching an internal global initiative: **‘Pledge to Champion a Menopause-Inclusive Workplace.’** This program aims to empower everyone in the organization to break the stigma associated with menopause and create a culture of understanding and support. Through guiding principles, menopause education campaigns, new resources, and training for line managers and employees delivered by external experts, the program aims to create a more supportive environment where everyone navigating menopause feels valued and empowered.



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“We have only just begun having open conversations in our workplace, and I’ve already seen how fostering open dialogue about menopause can transform our workplace” said Naomi Kitano, Patient Partnership Lead, Astellas Japan and Pledge Ambassador. “It’s critical that the Pledge continues as a long-term initiative at Astellas. This isn’t just a policy; it’s an ongoing promise to support individuals, ensure they feel seen and heard, and are empowered to thrive in their careers. We want to create an environment to where everyone feels supported in our workplace.”

Astellas continues to commit to working in partnership with the women’s health community to foster meaningful action that will lead to practical improvements in the lives of people experiencing menopause.

<sup>1</sup>Astellas Data on File. Menopause Experience and Attitudes Study. 2025. \*The Menopause Experience & Attitudes Study was organized and funded by Astellas Pharma Ltd. The Study was conducted by Opinium during December 2024 - January 2025.

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