



Thriving through Change: Menopause, well-being and productivity in the modern workplace

Shawna O'Hearn, PhD, MSc, OT Reg(NS)
Director and Co-Founder, Menopause Society of Nova Scotia
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21 million people work in
Canada

8 million women aged
40+ work

5 million are aged 45 to
55.9

Canada and Menopause

(O'Hearn, 2022; Brotto et al, 2024)

Symptoms of menopause influenced how well people could be at work

- ▶ 1/3 had symptoms that affected their job in some way
- ▶ 1/4 reported missing days of work in the last 12 months due to menopause symptoms
- ▶ 17.2% had to cut back work hours during the last six months due to menopause symptoms
- ▶ 1 in 10 reported having to turn down a job promotion or career advancement in the last half year due to menopause symptoms



Perimenopause
(7-14 years)

Menopause
(12 consecutive
months without a
period)

Post Menopause
(continue to have
symptoms)

Symptoms

PHYSICAL

- Hot flashes
- Night Sweats
- Heart palpitations
- Dizziness
- Fatigue
- Sleep issues
- Joint or muscle pain
- Breast pain
- Skin and hair changes
- Dry eyes

PSYCHOLOGICAL

- Headaches or migraines
- Irregular periods
- Urinary incontinence (bladder control issues)
- Urinary tract infections
- Vaginal dryness
- Painful intercourse
- Frozen Shoulder
- Brain fog
- Difficulty concentrating
- Memory lapses
- Depression
- Anxiety
- Mood swings
- Irritability

Lifestyle Strategies

- ▶ Stop smoking reduces risk of heart disease & bone loss (Health Canada)
- ▶ Moderate alcohol: Helps with sleep & hormone balance (Health Canada)
- ▶ Routine Checkups: Monitor bone health, cholesterol, and blood pressure
- ▶ Balanced Diet
- ▶ Regular Exercise
- ▶ Stress Reduction



Treatment Options

- ▶ Menopause Hormone Therapy (MHT) is first-line treatment for moderate to severe hot flashes (SOGC, 2021)
- ▶ Health Canada-approved non-hormonal prescription medications. Fezolinetant (Veozah) recommended for women with contraindications to or who prefer to avoid hormone therapy
- ▶ Custom-compounded hormone therapies are not tested for safety and not approved by Health Canada

Barriers to Menopause Support

Lack of Awareness

- Menopause is a taboo topic

Financial Barriers

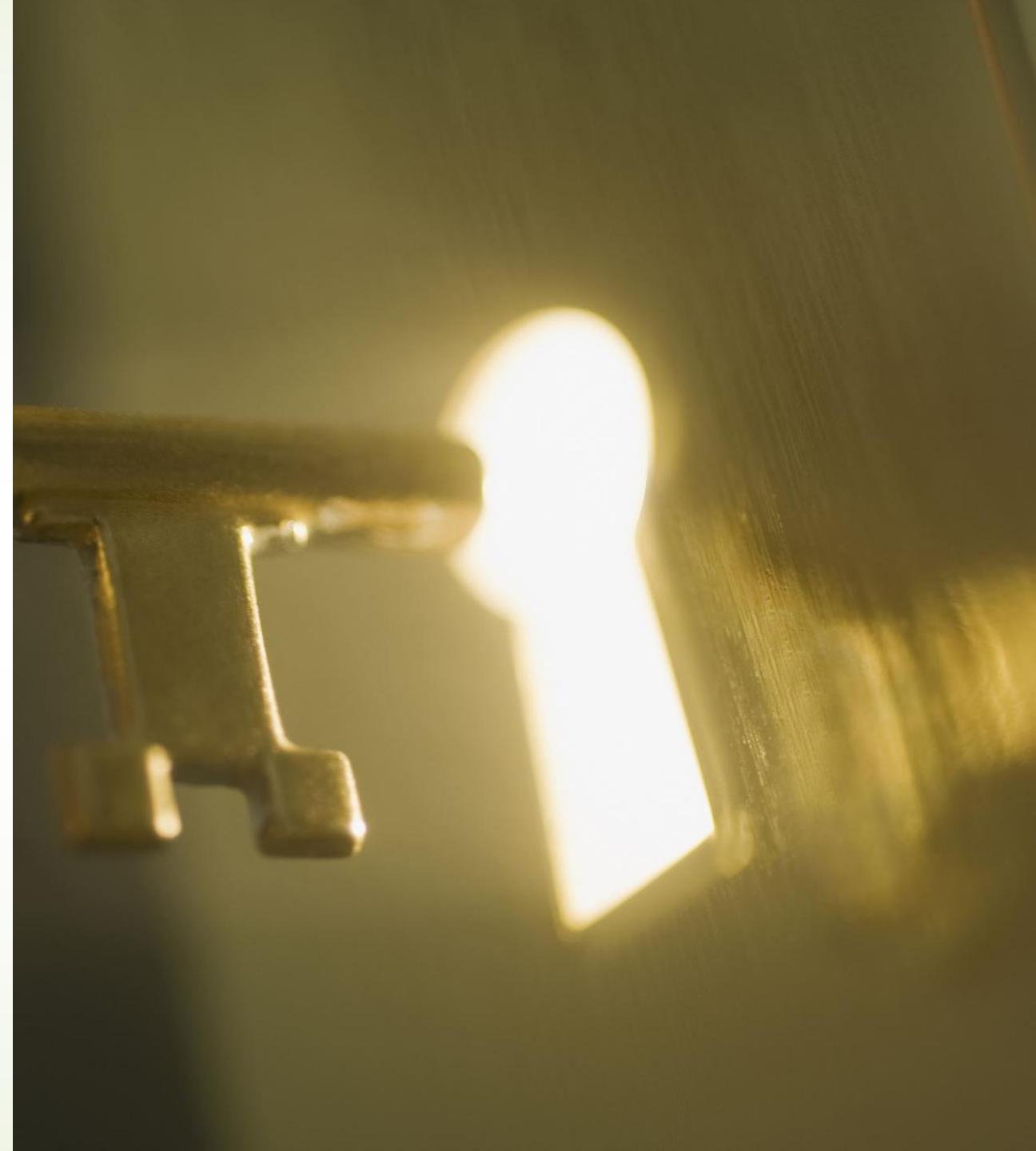
- Not everyone has access to health benefits that cover the cost of menopause treatments. This leaves many women paying out-of-pocket or going without the care they need.

Finding Care

- 66% of women in perimenopause seek medical care, a treatment delay is reported by 53% of perimenopausal women (Alberta Health Foundation, 2023)



Menopause & Work



Impact on Employee

- ▶ Trouble concentrating and brain fog
- ▶ Anxiety or mood swings
- ▶ Fatigue leading to lower productivity or absenteeism
- ▶ Fear of stigma from being seen as less capable
- ▶ Worries about job security or age discrimination
- ▶ For women with caregiving responsibilities and those in under-represented communities, menopause aggravates inequity

Manager's Perspective

- ▶ Employees appearing disengaged, distracted or less productive
- ▶ Unexplained drops in performance
- ▶ Increased sick days or time off
- ▶ Turning down promotions



Menopause Foundation of Canada

- ▶ Total annual cost is \$3.5 billion due to lost productivity and income for women
- ▶ About 540,000 lost workdays can be attributed to symptom management
- ▶ Employers losing \$237 million and women losing \$3.3 billion in income

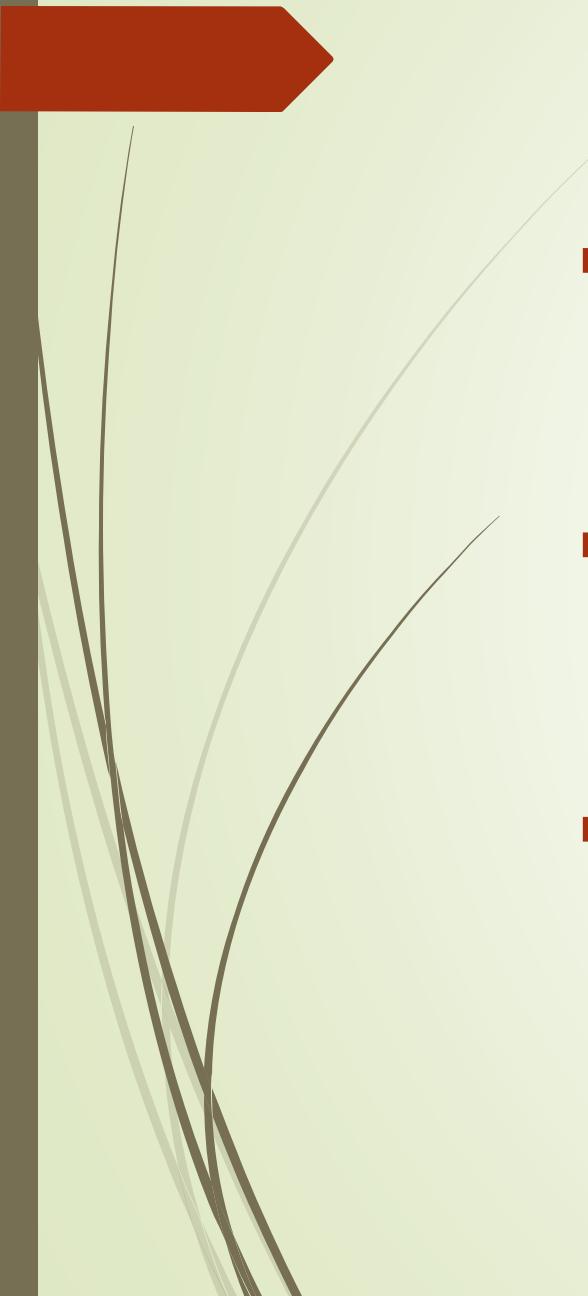
Strategies for Employers

- ▶ Provide the right tools and resources for your employees
- ▶ Provide male leaders information on how to support female leaders & team members
- ▶ Peer Support/Employee Resource Groups: Create safe forums for sharing and mentorship

Workplace Culture

Strengthen your workplace culture. Have a conversation

- ▶ Send company wide communication
- ▶ Host town halls
- ▶ Highlight and celebrate events
- ▶ Integrate menopause in EDI training and workplace wellness programming
- ▶ Evaluate to assess needs and effectiveness of interventions



Work Environment

- ▶ Flexible Scheduling: Allow personalized adjustment for symptom management (including remote/hybrid work)
- ▶ Menopause-Sensitive Leave: Recognize menopause as a health issue; offer brief health days or extended leaves
- ▶ Medical & Lifestyle Benefits: Cover holistic therapies, mental health, pelvic health, nutritional consults, and medications.



Prescription Therapies

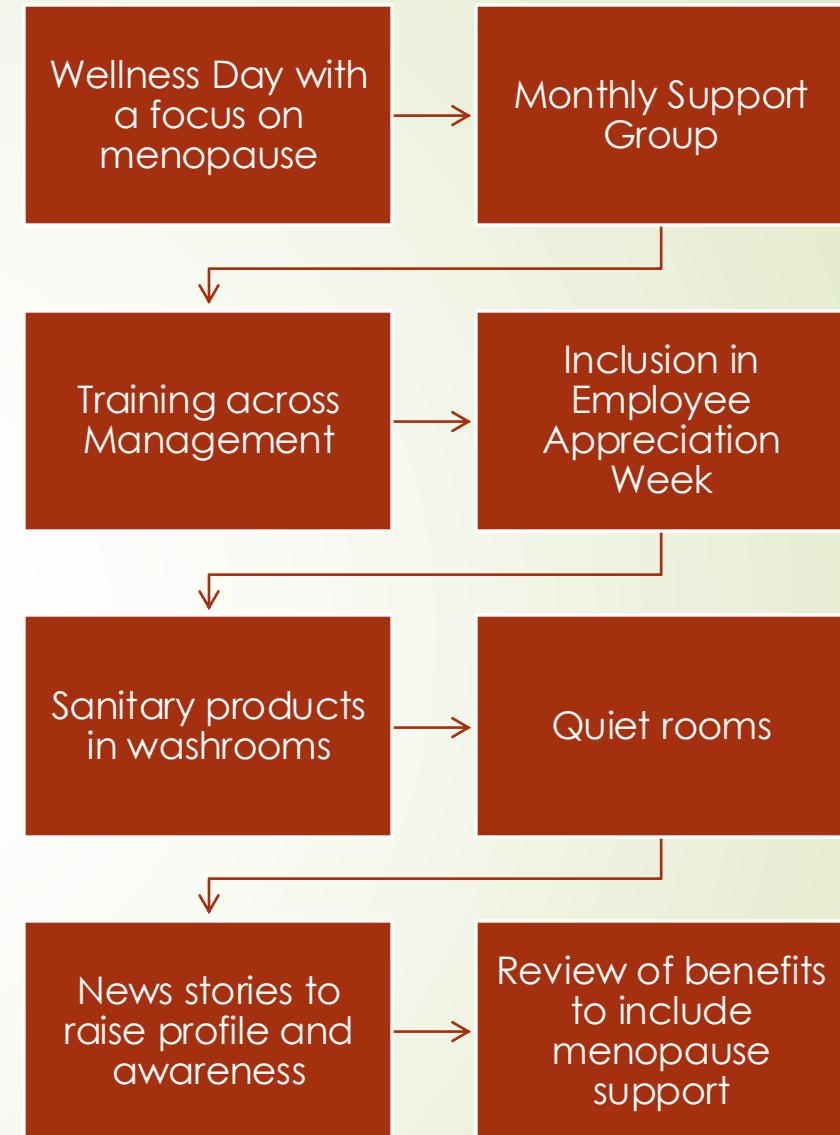
- ▶ Hot flashes contribute to sleep disturbances, anxiety, mood changes, fatigue, and cognitive impairment (Whiteley et al., 2013)
- ▶ Indirect costs contribute significantly to the financial burden of hot flashes (Shapiro et al., 2025)
- ▶ Holistic approach including workplace policies
- ▶ Access to hormonal and non-hormonal prescription medication (i.e. Veozah) may result in higher productivity and fewer workdays lost (Morga et al. 2025)

Extended Health Benefits

- ▶ Psychology Services
- ▶ Cognitive Behavioral Therapy
- ▶ Employee and Family Assistance Program (EFAP)
- ▶ Physiotherapy
- ▶ Nutritionist
- ▶ Dietician

Additional Benefits

- ▶ Virtual Care
- ▶ Health Spending Account
- ▶ Wellness Spending Account



Thank you
Merci
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shawna.ohearn@gmail.com

