

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

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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
- Headaches or migraines
- Irregular periods
- Urinary incontinence (bladder control issues)
- Urinary tract infections
- Vaginal dryness
- Painful intercourse
- Frozen Shoulder

## PSYCHOLOGICAL

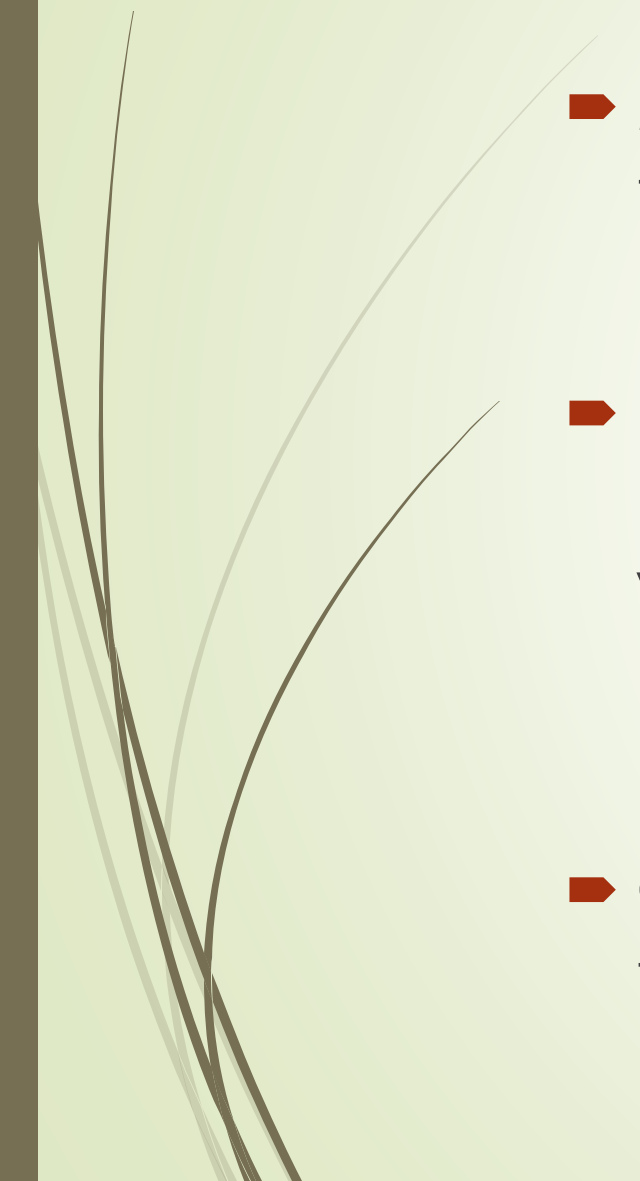
- Brain fog
- Difficulty concentrating
- Memory lapses
- Depression
- Anxiety
- Mood swings
- Irritability

## 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 (Veoza) 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
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# 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

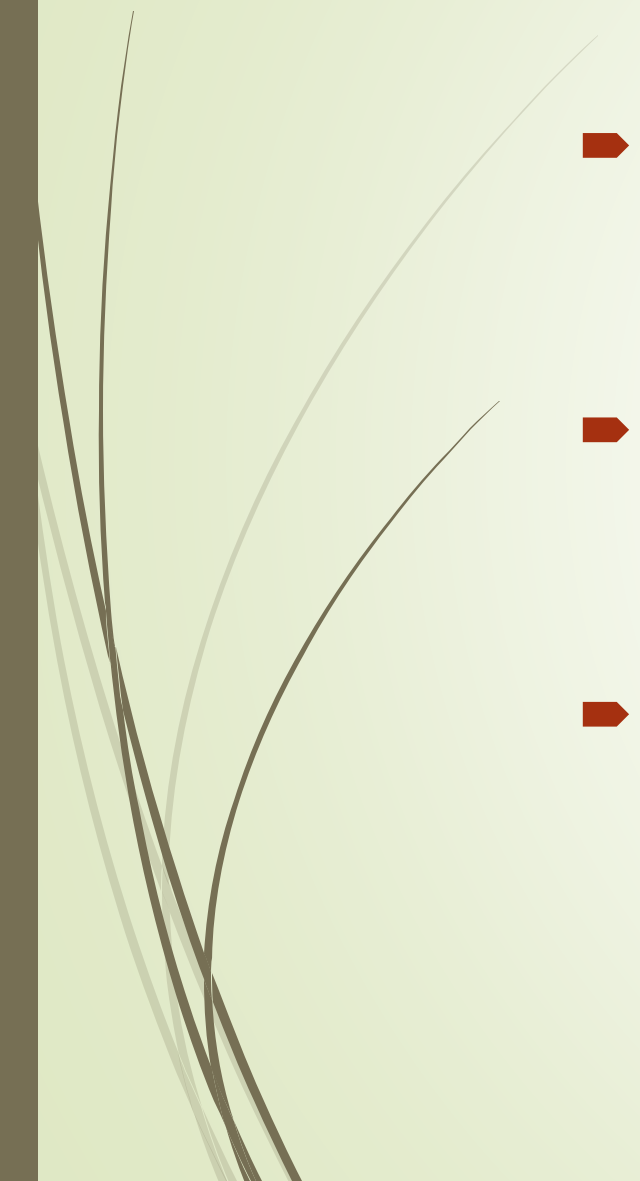
# Workplace Culture

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.
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# 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)

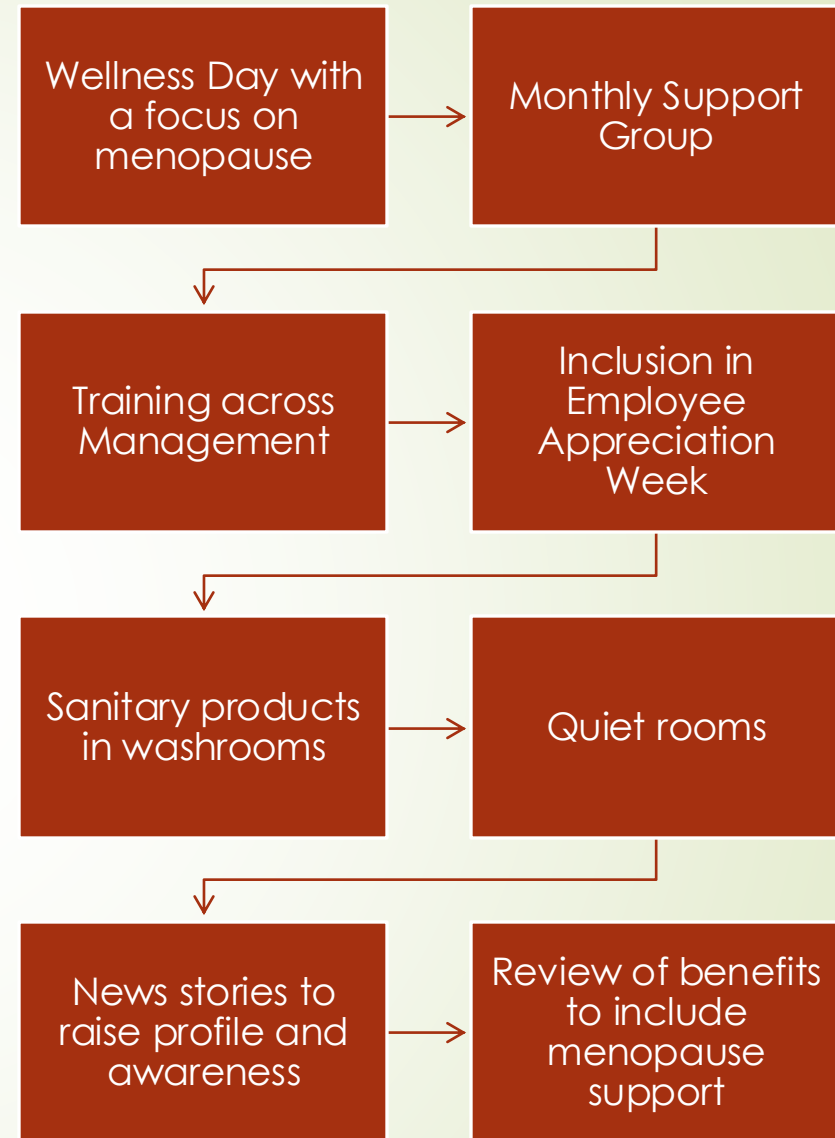


# Extended Health Benefits

- 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  
Wela'lin

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