

# THE ROI OF MENOPAUSE

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WHY EMPLOYERS MUST LEAD THE  
CHANGE



## Executive Summary

Menopause is not just a women's health issue—it is a critical business, cultural, and legal imperative for every modern employer. With 20% of the U.S. workforce navigating menopause, organizations that fail to address this transition risk significant financial losses, talent attrition, and legal exposure. Yet, most employers remain unprepared, and the medical community lacks the training to provide adequate support. This paper outlines the business case, the ROI of menopause accommodations, the evolving legal landscape, and why specialized telehealth is the most effective solution for employers seeking to lead in employee wellbeing and retention.

## The Scope: Menopause in the Modern Workforce

- 20% of the U.S. workforce is in menopause—that's over 27 million employees.
- 85% of women experience menopause symptoms that can last a decade or more.
- Symptoms include: hot flashes, sleep disturbances, cognitive changes, anxiety, and more—often at the peak of women's careers.

### Economic Impact:

- \$1.8 billion in annual lost productivity due to missed workdays from menopause symptoms.
- \$26.6 billion in total annual costs when factoring in medical expenses, absenteeism, and early retirements.
- Healthcare expenses are 47% higher for women experiencing menopause, with increased medical and behavioral health service utilization.

## Talent Impact

- 25% of women consider leaving their jobs due to menopause symptoms; this rises to 44% among senior female leaders.
- 35% make career decisions—including turning down promotions or leaving—because of symptoms.
- Replacing a woman in leadership costs 200-300% of her salary.
- Culture & Inclusion:
- Nearly two-thirds of women say symptoms interfere with work each week.
- Only 8% report significant support from their employer.
- More than half of women have considered changing employment due to menopause

# The Business Case for Menopause Accommodation

## *ROI and Competitive Advantage*

- **Retention of Top Talent:** Menopausal employees are often senior leaders, mentors, and culture carriers. Supporting them preserves institutional knowledge and leadership pipelines.
- **Reduced Turnover Costs:** Proactive menopause support reduces attrition and the high costs of recruiting and training replacements.
- **Productivity Gains:** Menopause accommodations and benefits can lead to a 27% increase in productivity self-reports and reduce absenteeism by up to 31%.
- **Healthcare Savings:** Employers offering menopause benefits have seen up to 25% reduction in healthcare costs.
- **Strong Employer Brand:** 65% of women consider reproductive health benefits—including menopause support—a key factor in employment decisions.

### Workplace Culture and Multigenerational Strength

- **Stronger Culture:** Menopause-responsive workplaces foster openness, reduce stigma, and empower employees to perform at their best.
- **Inclusion:** Employees in organizations with menopause benefits report higher engagement, innovation, and job satisfaction.
- **Future-Proofing:** By supporting women through menopause, employers ensure continuity, diversity, and resilience in their workforce.

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## The Legal Landscape: Change Is Coming *Federal and State Developments*

- **No explicit federal law yet,** but the EEOC now recognizes menopause-related discrimination as a potential violation of age and sex discrimination statutes.
- **Americans with Disabilities Act (ADA):** Severe menopause symptoms may qualify as a disability, requiring reasonable accommodation.
- **State Momentum:** In 2025, at least 21 states are considering bills mandating menopause accommodations, paid leave, or flexible work.
- **Massachusetts:** Proposed studies and best practices for workplace menopause policies.
- **New York:** Bills requiring reasonable accommodations and paid leave for menopause.
- **Rhode Island:** Legislation mandating workplace accommodations for menopause symptoms.
- **Implication:**
  - Employers who fail to act risk legal claims, reputational damage, and being forced to react to rapidly changing regulations.

## The Medical Gap: Why Traditional Healthcare Falls Short

- 80% of internal medicine residents do not feel competent to treat menopause; only 20–31% of OB/GYN programs offer menopause training.
- 75% of women who seek care for menopause go untreated.
- Physicians often miss the diagnosis, leading to unnecessary referrals, multiple doctor visits, and fragmented care.
- Result: Employees face delayed or inadequate treatment, more absenteeism, and higher healthcare claims—all of which increase employer costs.

## Telehealth: Closing the Care Gap for Employers Why Telehealth for Menopause?

- Direct access to menopause specialists—no more relying on undertrained generalists.
- Convenience and privacy: Employees can schedule virtual visits around work and family, reducing time off and travel.
- Personalized, evidence-based care: Telehealth enables tailored treatment plans, improving adherence and outcomes.
- Cost savings: Fewer in-person visits, less time off work, and reduced insurance claims.
- Proven satisfaction: 97% of patients and clinicians report high satisfaction with telehealth for menopause, with equivalent standards of care to in-person visits.
- Increased treatment adherence: Telehealth increases ongoing care and symptom management, reducing lost productivity.
- Employers benefit from:
  - Lower healthcare spending
  - Reduced absenteeism
  - Fewer insurance claims and legal risks
  - Improved employee satisfaction and retention

## How to Build a Menopause-Savvy Workplace

1. Develop and communicate clear menopause policies: Include flexible scheduling, remote work options, and paid time off for symptoms.
2. Provide education and training: Equip HR, managers, and employees with knowledge to reduce stigma and respond supportively.
3. Offer telehealth access to menopause specialists: Ensure employees can access expert care without unnecessary barriers.
4. Foster an open, inclusive culture: Create safe spaces for sharing experiences and seeking support.
5. Stay ahead of legal requirements: Monitor evolving state and federal laws, and consult legal counsel to ensure compliance.

## Conclusion

- Menopause is a business issue hiding in plain sight. The costs of inaction—lost productivity, talent drain, legal risk, and rising healthcare expenses—are too high to ignore. By proactively supporting menopausal employees with evidence-based accommodation and expert telehealth, employers can realize measurable ROI, strengthen workplace culture, and position themselves as leaders in employee wellbeing.
- Don't wait for the law to force your hand. Lead the change, support your workforce, and strengthen your bottom line.
- 1 in 4 women experience menopause symptoms that can last a decade or more.
- Symptoms include: hot flashes, sleep disturbances, cognitive changes, anxiety, and more—often at the peak of women's careers.

### Economic Impact:

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- \$26.6 billion in total annual costs when factoring in medical expenses, absenteeism, and early retirements.

## Contact Us

For more information on building a menopause-savvy workplace or to learn about our Menopause Workplace Certification and telehealth solutions, contact TeltraCare today

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