



# Financial Services Skills Commission

## Menopause in the Workplace: Impact on Women in Financial Services

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# About the Financial Services Skills Commission

**32** members



representing over

**300,000** employees

from all parts of the **UK** FS sector

across all **UK** regions and nations



# About the research



Published on 18 October, our [report](#) is the result of a **partnership between FSSC & Standard Chartered Bank**. The Fawcett Society carried out the research, based on a large-scale survey, 7 focus groups and 10 interviews.



**128,000 women**



**2,400 respondents**

## Three key findings

1. A culture of silence means the impact of the menopause is hidden.
2. The sector is losing talent because of the menopause
3. With the right support, women can stay and progress in financial services



Menopause in the Workplace: Impact on Women in Financial Services

October 2021

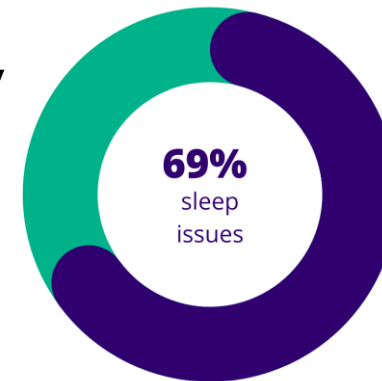
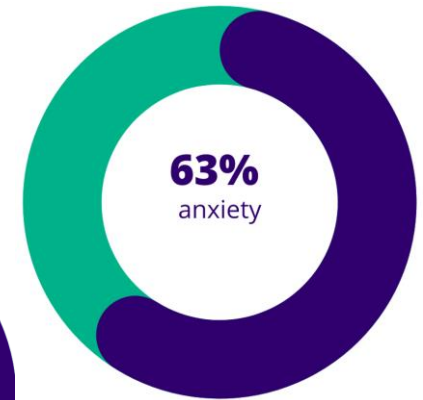
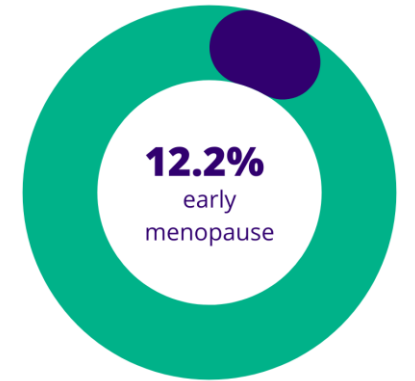


# Menopause realities: Many women do not know they are going through the menopause

- Menopause can happen to women under 50
- Menopause symptoms can last for a long period of time
- Menopause does not only cause physical symptoms
- Intersectionality influences menopause reality

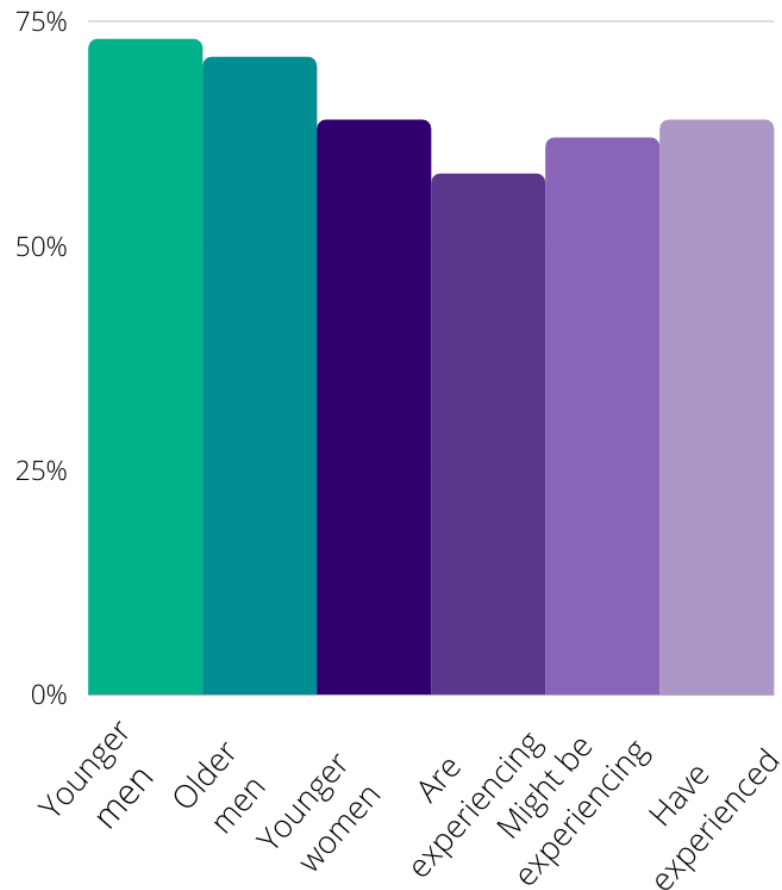


impacts confidence



# A culture of silence means the impact of the menopause is hidden

% who “always” or “often” feel able to talk to their manager about concerns



**8 in 10 women don't disclose their menopause status**

“

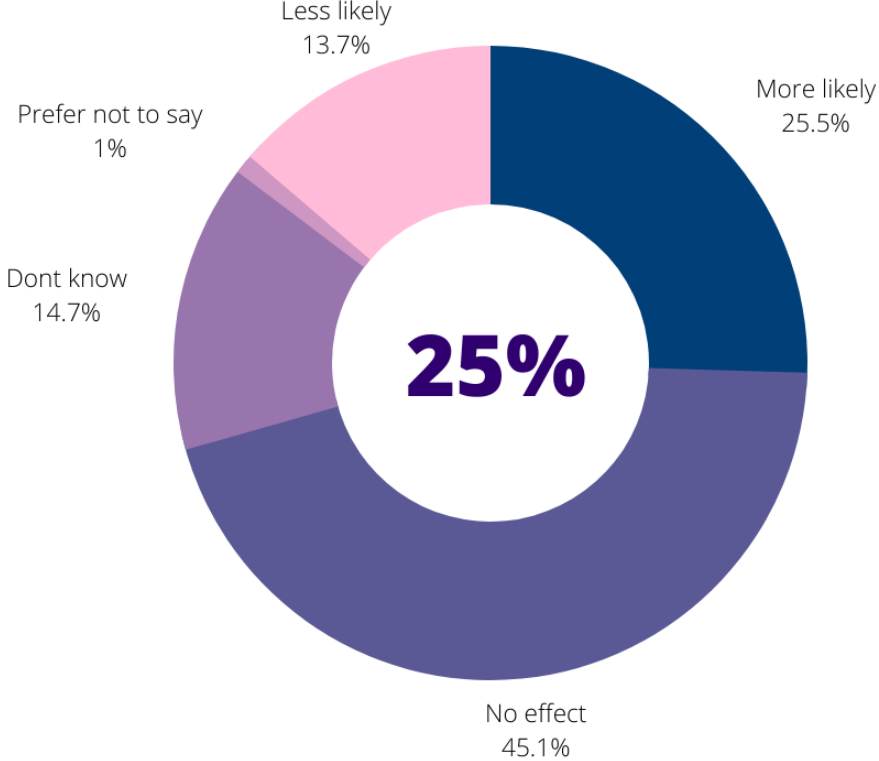
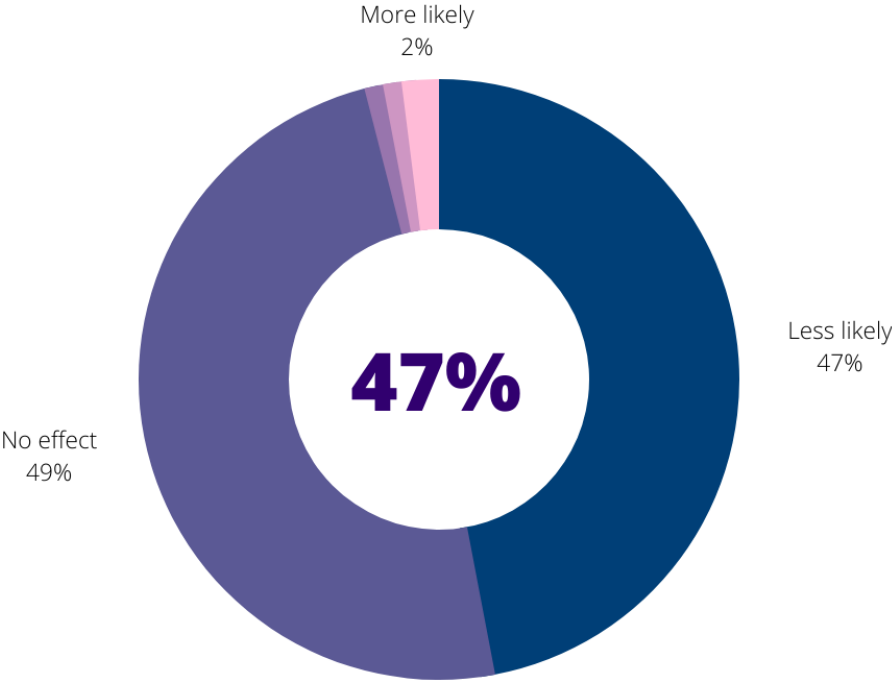
Perhaps if I'd been offered more support, I could still be a manager now.

Non-manager

in banking (former middle-manager)

# The sector is losing talent because of the menopause

**Menopause makes employees currently experiencing it less likely to apply for promotion**



**Menopause increases likelihood of leaving before retirement**

Menopausal senior leaders want to progress as much as older men

# With the right support, women can stay and progress in financial services



Provide information

Train managers

Publish guidance



Demonstrate leadership

Facilitate networks

Cover menopause in employee benefits



“

I think banks have gotten so much better in the last five years talking about wellbeing, and really good at talking about mental health, and I think menopause needs to come in as part of that and be an open and regular discussion. It needs to be part of DNA.

Middle manager  
in banking



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