

# Ending the stigma in politics on menopause



# Introduction

In 2021, women who were fifty years old and above constituted twenty-six per cent of the total female population worldwide. This marked a four per cent increase compared to the preceding decade. Given that most women experience menopause between ages forty-five and fifty-five and have longer lifespans, the need to offer effective healthcare and support to women in their personal and professional lives becomes highly evident.

The changing demographics, along with a compelling moral and social duty, highlight the critical need for heightened awareness of the stigma around menopause. Additionally, it emphasises the importance of formulating effective policies governing the access and provision of suitable resources for women across the globe.

Political concerns about stigma, unmet needs and false information grow in proportion to the size of the population affected. In East Asia alone, the number of women past child-bearing years is projected to

become a majority of the total female population by 2060.<sup>1</sup> Awareness of these demographic shifts is important now and will remain so throughout the coming decades. Thoughtful consideration and preparation can prevent problems and will create a fairer and more inclusive society that values all women, at every stage of their lives.

While negative messaging and outdated stereotypes undoubtedly remain, there have been some notable improvements in the representation of perimenopausal and menopausal women in the media in recent years. Furthermore, a number of high-profile businesses have asserted additional support for employees, backed by seemingly robust workplace policies. However, there is a great deal more work to do to ensure women are not disadvantaged by this major and inevitable life event. Negative attitudes and misconceptions need to be challenged, education and awareness improved and workplace policies revised as a priority. In 2021, BUPA reported that ninety thousand women had left their jobs due to menopausal symptoms in the UK alone. The need to act swiftly is clear.

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<sup>1</sup> <https://www.census.gov/newsroom/press-releases/2022/aging-in-asia.html>

With this in mind, Women Political Leaders (WPL) offers this toolkit to help global policymakers develop ways to recognise and practically address problems that arise from the stigma and taboo around menopause. Making menopause manageable by minimising stigma and improving support will benefit all of our constituents and ensure we create a culture where women are supported at every stage of their lives.

# Foreword

## Foreword by Marilou McPhedran, Member of the Senate of Canada; WPL Country Ambassador, Canada

Menopause remains a largely taboo subject in society, despite being a natural phase in a woman's life. I was in Iceland last year at the annual Global Summit of Women Political Leaders in conversation with a sister parliamentarian, the British MP Carolyn Harris, when she spoke powerfully about the negative impact of menopause on her life. I thought of Carolyn when reading Dr. Jen Gunter's introduction to her book, *The Menopause Manifesto* (Random House of Canada, 2021), « The culture of silence in our patriarchal society is something to behold. Menopause doesn't even rate the shame that society gives to the vulva and vagina. Apparently there is nothing of lower value than an ageing woman's body, and many in our society treat menopause not as a phase of life, but rather as a phase of death. Sort of a pre death »

I commend Women Political Leaders (WPL), in collaboration with Bayer AG, for embarking on this groundbreaking study to shift the narrative around

menopausal women politicians with data-driven insights to drive political discussions about menopause and its implications for good governance. In sum: menopausal women are accomplished women needed by their societies but often unfairly marginalised by inadequate healthcare that can amount to prejudice – and such prejudice undermines menopausal women politicians who represent their communities and are crucial to good governance. The best way to battle prejudice is with truth – truth grounded in research. For example, in a « post-COVID » era, economic impact analysis of productivity means prioritising employee retention and flexibility; menopause stigma must be eliminated by shifting to valuing experience and loyalty, with healthcare support.

## Foreword by Ingrid Leary, Member of Parliament, WPL Country Ambassador, New Zealand

Menopause is a prolonged period of transition in a woman's life, frequently with significant impacts on physical and mental health. Fortunately, biopsychosocial models have now replaced outdated misinformed theories as to the causes of menopausal mental health impacts. However, extraordinarily little has been done from a public health perspective to acknowledge this natural and inevitable process that brings with it real impacts for those experiencing it, as well as for workplace culture, productivity and inclusivity.

The patriarchal decision hierarchies of Westminster parliamentary and western social systems have singularly propped up the stigma associated with menopause. As we crawl into a new era where women are taking their seats in parliaments, contributing to academic research, serving patients in their medical clinics and running businesses and enterprises, we are seeing a corresponding demand from women to lift the taboos, follow the science and comprehensively provide better support for women's health.

Maternal support services and period poverty are two themes that have come under the global spotlight recently, rationalised by public benefits relating to educational outcomes and economic contribution. Now it's time to do the same for menopause – not only because of costs to the economy, but because it's the right thing to do to significantly lift women's well-being. Parliamentarians have a critical role to play in leading national conversations, normalising menopause discussions in and out of the House, demanding health and economic data of government agencies, advocating for funding for medication and educational programmes, and insisting on women's health rights. Globally, Parliamentarians can and must lead a coordinated movement to take menopause out of the dark ages. The data and insights from this survey are a very valuable first step in understanding where to begin.



## Foreword by Carolyn Harris, Member of the House of Commons, United Kingdom

For far too long the menopause has been surrounded by stigma – an unspoken secret that those experiencing symptoms were expected to quietly cope with, however much it impacted their personal health and wellbeing. But in recent years we have seen an uprising. Tired of ‘just getting on with it’ or being the punchline of jokes, women are fighting back. Grassroots campaigners have joined together with celebrities to amplify their voices. And society has started to listen.

Since I first sought legislative change on the issue in 2021, Westminster has started to listen too, and, importantly, started to act. Women across the UK are beginning to see improvements in services, access to support and treatment pathways but progress can feel slow and, crucially, there is still a long way to go.

It has been a real honour to take what I have learnt in Westminster and join forces with Parliamentarians from across the world as we strive to ensure that women everywhere have access to the very best support and treatment. This ground-breaking study, by Women Political Leaders (WPL), in collaboration with Bayer AG,

is helping to further shift the narrative around menopause.

By using our platforms, we can influence discussion and ensure that the impacts of menopause across women's lives are represented and understood right across the world. It is vital that we take this opportunity to listen to women, learn from their experiences and challenge the long-held myths, to ensure a better future for those that will follow. By addressing the barriers and empowering change globally, we will see improvements in health provision, in working environments and right across society for all women in all communities.

The data captured from this study will be hugely beneficial to us as Parliamentarians, and provide a valuable resource to our colleagues, to clinicians and to women themselves. Women's health matters and this will help to ensure future generations are better prepared, better informed, and better supported.

## Foreword by Marion McPherson, Global Therapeutic Area Head of Women's Healthcare, Bayer Pharmaceuticals

As a global leader in women's health, Bayer Pharmaceuticals is committed to breaking the silence surrounding menopause. We believe in empowering women to navigate this critical life stage with confidence and knowledge. By 2030, the world population of menopausal and postmenopausal women is projected to reach 1.2 billion, with 47 million new entrants each year. With such a significant number, it is crucial that we address the challenges and stigma associated with menopause head-on.

For far too long, menopause has remained a taboo topic. While sexual and reproductive health education for adolescents has made great strides, the basic biology of menopause has been neglected. Consequently, women throughout the generations have not been well-informed or empowered to understand this phase of their lives fully.

Menopause is not merely a phase; it is a profound life stage that can have both physical and mental health

effects on numerous women. Unfortunately, many women face significant challenges during this period, often resulting in a direct impact on their quality of life, self-esteem, and overall health. As a company dedicated to advancing women's health, we recognize the urgent need to provide an open and supportive environment that empowers women at all stages of their lives to take charge of their health and well-being. Taking a whole-system approach, we understand the importance of supporting women throughout the various aspects of their lives, from family dynamics to the workplace. This comprehensive approach necessitates adequate training for both employers and healthcare professionals to ensure that women receive the care and support they need during this phase of life. In our commitment to supporting women through menopause, we have conducted a study with our partner Women Political Leaders (WPL) among a group of women politicians to explore the stigma of menopause in politics. As you will read in this report, this study has highlighted the need for increased political discourse on the topic of menopause, ensuring that women in politics have the necessary support systems to navigate this phase while continuing to contribute meaningfully to society.

Women's healthcare has long been a cornerstone of Bayer Pharmaceuticals, and we are immensely proud to continue leading the way in developing innovative solutions and initiatives to support women through their menopause transition. We are committed to offering women experiencing menopause a broader choice of treatment options, ensuring they can continue to fulfil their potential.

In partnership with policymakers, healthcare providers, and other stakeholders, we are determined to break the silence surrounding menopause. Together, we can create a society where women feel empowered to discuss menopause openly and seek support without fear of judgement or stigma. By leveraging our expertise and resources, we can strive to ensure that every woman receives the knowledge, care, and support she deserves during this significant phase of her life.

We invite you to join us in this critical endeavour to break the silence on menopause, champion women's health, and create a future where every woman can navigate menopause with dignity, confidence, and optimal well-being.

# Acknowledgements

WPL extends deep gratitude to the individuals mentioned below for their expertise, time, and willingness in considering how best to support women throughout all of the different phases in their lives. WPL is deeply honoured to receive the benefit of their experience, knowledge and counsel.

Thanks to support from our funders and advisors, this toolkit and related materials are available for policymakers to use when approaching how to best serve all their constituents.

Names of women leaders who took part in the one on one consultations:

- Bozena Bojbasa Jelusic, Parliament of Montenegro, Montenegro
- Carolyn Harris, Member of the House of Commons, United Kingdom
- Ingrid Leary, Member of Parliament, WPL Country Ambassador, New Zealand
- Joan Wielzen, National Assembly of the Republic of Suriname, Suriname

- Louisa Wall, Pacific Gender Equality Ambassador; Member of the House of Representatives (2011-2022), New Zealand
- Magdalene Harris, Independent, Liberia
- Marilou McPhedran, Member of the Senate of Canada, WPL Country Ambassador, Canada
- Mary Le Hegarat, Deputy, State Assembly of Jersey, Jersey
- Neema Lugangira, Member of Parliament, WPL Country Ambassador, Tanzania
- Nketo Nicole Bomele, Deputy Brussels Parliament, Belgium

# Table of Content

<b>Introduction</b>	<b>1</b>
Foreword	4
Foreword by Marilou McPhedran, Member of the Senate of Canada; WPL Country Ambassador, Canada	4
Foreword by Ingrid Leary, Member of Parliament, WPL Country Ambassador, New Zealand	6
Foreword by Carolyn Harris, Member of the House of Commons, United Kingdom	8
Foreword by Marion McPherson, Global Therapeutic Area Head of Women’s Healthcare, Bayer Pharmaceuticals	10
<b>Acknowledgements</b>	<b>13</b>
<b>Table of Content</b>	<b>15</b>
Executive summary	17
Methodology	20
<b>Demographics of respondents</b>	<b>22</b>
Results and analysis	23
Unpacking these insights	28
<b>Key Takeaways: Awareness, Availability, Access, and Acceptability</b>	<b>30</b>
Awareness	30
Availability	30
Access	31
Acceptability	31



<b>Recommended actions</b>	<b>33</b>
<b>Conclusion</b>	<b>34</b>
<b>Global approaches to menopause support</b>	<b>38</b>
<b>Further resources</b>	<b>41</b>

## Executive summary

Two obvious themes emerge from WPL's research. First, respondents repeatedly note that while much attention is paid to the first part of life, very little is focused on the latter half. Secondly, a significant portion of women leaders view menopause as a pivotal political issue. Almost half of the respondents (forty-five per cent) believe that a more assertive political stance is essential, alongside robust policy measures, to effectively confront the challenges posed by menopause. This underscores the sense of urgency they attach to addressing this matter on a political level.

Furthermore, a notable fifteen per cent of participants express a critical perspective, deeming the current political and policy responses to be inadequate and ineffective. This demonstrates the need for comprehensive, thoughtful and impactful changes in how menopause is approached within the political sphere.

While approximately twenty-three per cent of women leaders acknowledge some level of effectiveness or adequacy in the existing political and policy measures addressing menopause, it is evident that even among this subgroup, there's a shared sentiment that there's

ample room for improvement. This acknowledgement reflects a growing awareness of the importance of continuous refinement and recontextualisation when addressing the challenges of menopause.

However, the consensus among the majority of women leaders surveyed and interviewed lies in the conviction that meaningful conversations around menopause must be translated into concrete, well-informed policies. This view emphasises the need to integrate women's experiences during menopause into the political discourse, fostering a more supportive environment for women navigating this transition.

Paying attention to, and addressing, women's needs in the second part of life starts by applying the principles of awareness, availability, access and acceptability. It involves listening to women about what they need and want, and understanding that these responses will be diverse and require contextualisation. Awareness needs to be focused on normalising and demystifying menopause and encouraging women to identify and express their actual needs instead of those imposed by others.

Raising awareness and building understanding also involves promoting realistic and positive images of

women, from a wide variety of backgrounds, who are tackling and managing menopause in their own ways. These realistic images are especially important given that older women appear less frequently in films, television and the media more generally – and representations are not always positive or inclusive.

Recognising menopause as a political issue also means considering the availability, access and acceptability of resources. While the WPL survey and interviews revealed strong agreement as to the need to provide these resources, respondents recognised that obtaining resources must be both logistically straightforward and low-risk, concerning stigma and maintaining privacy and dignity. Providing menopause support programs at a local level should deliver good results, but this needs to be guided by overarching support from the national governments, with robust policies to back it up.

Investing in the well-being of menopausal women will be critical in the coming years as this section of the population grows. Giving a voice to women of all ages, from diverse backgrounds and with a variety of life experiences will benefit us all.

## Methodology

WPL's approach to evaluating perception, prioritisation, resource availability and related factors associated with menopause was similar in spirit to that established in its earlier studies.<sup>2</sup> After consultation with Women politicians experts, WPL distributed a survey to determine the perspective of women political leaders regarding policy and attitudes around menopause. This survey was followed by a series of interviews with a smaller subset of respondents.

Study questions were split into categories to obtain the following information:

- How women leaders prioritise menopause as an issue, both as a policy concern and as a potential workplace issue
- How women leaders evaluate their own knowledge base and the knowledge base of others
- How women leaders consider the sufficiency of available resources to address the needs of menopausal women on a society level and their workplace

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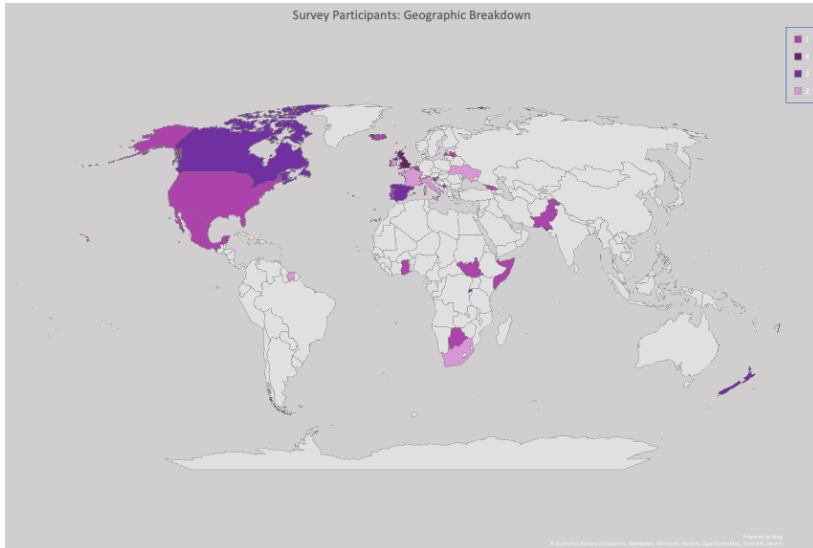
<sup>2</sup> Women Political Leaders Policy Toolkit: Women's healthcare throughout their lives,  
<https://www.womenpoliticalleaders.org/wp-content/uploads/2023/09/Women-Health-through-their-life-course-toolkit-1-1.pdf>

- How women political leaders view the effect of menopause on themselves and on other women political leaders.

## Demographics of respondents

WPL received sixty-two responses from women political leaders across the globe. While responses from Europe (26/62) and Africa (11/62) made up more than half of the total, Asia, Latin America, North America, the Caucasus and the Middle East were also represented. The age distribution of respondents was consistent with that anticipated for political leaders. Eighty-four per cent of the respondents were forty-seven or older. Only ten respondents were under forty-six.

*Figure 1: Survey Participants by geographic breakdown*



There were a maximum of 4 respondents per country which is represented by the colour gradient. See the top left corner.

In addition to the survey responses, WPL conducted in-depth interviews with ten high-profile political leaders around the world as well as a Policy Focus session at the WPL Summit 2023.

## Results and analysis

Seventy-seven per cent (48/62) of survey respondents rate menopause as a very important or somewhat important policy issue. Such consistency is reflected across all regions surveyed and all age groups.

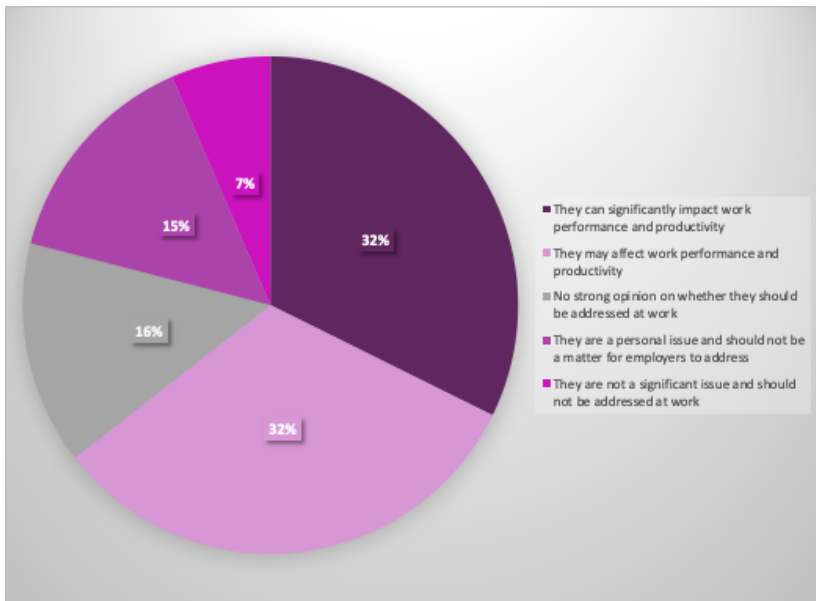


Although less agreement surrounds whether enough is being done “from a political/policy perspective” to address menopause, a significant majority agree that current efforts are not sufficient.

- Sixty per cent (37/62) disagree or strongly disagree that “enough is currently being done from a political/policy perspective”.
- Forty per cent of respondents (25/62) are neutral, agree or strongly agree that current measures are sufficient.
- A lack of education and awareness was a key point noted during consultations and the Policy Focus session.

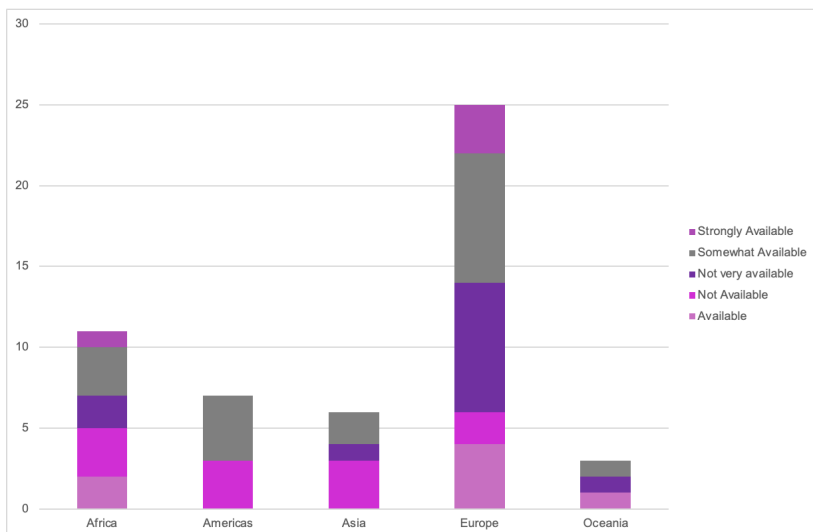
Stronger agreement exists regarding appropriate venues for solutions. A full sixty-eight per cent agree “that the existence of menopause-related problems may or can be a matter ... addressed at work”. Thirty-two per cent (22/62) had no opinion or felt menopause was either a personal matter or not a public or workplace issue.

Figure 2: To what extent should the existence of menopause-related problems be a matter to be addressed at work?



Responses regarding the availability of resources (e.g. community health centres, public libraries, and related support) varied as might be expected from the wide geographic distribution of respondents. Just sixteen per cent (10/62) indicated materials were not available, and twenty-one per cent said support was "strongly available" or "available". A very small minority (3/62)

reported there was “no need” or that they “were not in favour”.



The most optimistic responses focused on whether “the establishment [can] be encouraged to provide additional training programs for healthcare professionals”. Ninety-seven per cent of respondents agreed, noting support for (1) national or international menopause guidelines for healthcare organisations, (2) adequate financial support given to healthcare organisations for training programs, (3) engaging with professional associations, advocacy groups and/or academic institutions, and (4) incorporating

menopause-related topics into existing healthcare training programs and curricula.

During our consultations and Policy Focus Session with women political leaders, it became evident that when advocates within parliaments take the initiative to champion policies that support women undergoing menopause, this proactive stance has a significant impact. It not only propels the issue itself forward but also triggers a ripple effect that leads to positive changes in a variety of aspects.

The survey also examined how women political leaders perceive the general impact of menopause on their leadership and on that of their colleagues.

The largest majority (20/62) of respondents either agreed or were neutral as to the existence of a menopause-related effect on leadership. Only eight per cent (5/62) strongly agreed that symptoms affect the role of women politicians and leaders.

Data from the fifty-one respondents who reported on their own experience weighted most strongly around “strongly disagreed” and “neutral” as to the effect of menopause on their role as leaders. Only three “strongly agreed” menopause affected their roles. Particularly

noteworthy were responses to the question of whether it was necessary to pause or terminate a professional position. All but three respondents answered with a resounding “no”. The three responses that weren’t negative included one statement that menopause was a non-determinative factor and one report from a woman who said she was struggling.

## Unpacking these insights

These responses provide us with valuable insights, pointing to several intriguing possibilities about the perceptions and dynamics surrounding menopause in the professional sphere. Firstly, some women leaders may believe that menopause has little to no significant effect on their professional lives. This might indicate that these leaders have found effective strategies to navigate this transition without substantial disruptions.

Secondly, the reluctance to openly discuss menopause as a topic among women leaders is noteworthy. It suggests a certain level of discomfort or stigma attached to addressing this issue, even among accomplished individuals. This hesitancy to engage in open dialogue about menopause could stem from cultural, societal, or workplace factors, leading to a lack of comprehensive understanding and support.

Lastly, the notion of privilege exerting a shielding influence introduces a layer of complexity to this discussion. It suggests that some women leaders, due to their privileged positions, may not be exposed to the more challenging aspects of menopause. This could be related to having access to resources, support systems, or flexible work arrangements that mitigate the impact of menopause-related challenges, potentially leading them to view the issue with less urgency.

Interestingly, women political leaders who “have not personally experienced menopause-related symptoms” tended to be neutral with respect to the effect on colleagues. Of the thirty-eight respondents answering the question, thirty-one per cent agree that “menopause-related symptoms have impacted their female colleagues”. However, significantly more (forty-two per cent) are neutral. This neutrality is difficult to interpret though it may be due to a lack of knowledge or insight. This would be consistent with the observations of one respondent who noted that even women in parliaments are unlikely to raise the subject amongst themselves.

# Key Takeaways: Awareness, Availability, Access, and Acceptability

## Awareness

**Listen Actively:** Start by listening to the experiences and needs of menopausal women to build genuine awareness.

**Challenge Representation:** Scrutinise how influential entities (religious leaders, media, etc.) portray menopausal women. Advocate for more accurate and empowering representations.

**Demystify Menopause:** Dismantle outdated stereotypes and promote positive images of women managing menopause, recognising their strength and agency.

## Availability

**Adapt Workplaces:** Address logistical challenges by making workplace environments more menopause-friendly, fostering understanding and support.

**Extend Support:** Recognise that women, especially in regions where home-based work is prevalent, need access beyond traditional workplaces.

**Empower Healthcare:** Establish comprehensive guidelines, secure funding and support healthcare organisations to provide menopause resources.

## Access

**Address Barriers:** Recognise that access goes beyond logistics; it's influenced by societal and structural factors. Identify and address these barriers.

**Set Global Standards:** Develop and implement national and international guidelines for healthcare organisations, ensuring uniformity and quality of care.

**Broaden Reach:** Ensure access in diverse settings, reaching women where they work, live and seek care.

## Acceptability

**Dismantle Stigma:** Raise awareness about the stigma surrounding menopause, and work to remove it. No woman should feel ashamed to seek support.



Empower Women: Challenge the notion that seeking help during menopause is a sign of weakness. Empower women to identify their needs and ask for support confidently.

Foster Inclusivity: Create an inclusive environment where women feel comfortable discussing menopause, sharing experiences and accessing support.

**“Media is very important. We need to get the journalists on board”**  
**- Bozena Bojbasa Jelusic, MP,**  
**Parliament of Montenegro**

## Recommended actions

- Mandate comprehensive healthcare coverage that includes menopause-related services, such as consultations, hormone therapy, and mental health support.
- Establish specialized menopause clinics or designated healthcare providers to ensure focused and knowledgeable care for menopausal women.
- Integrate menopause education into medical school curricula and continuous medical education programs for healthcare professionals.
- Establish effective educational strategies at multiple levels, from primary schools to medical personnel training, accompanied by a system of incentives to address the intricate issue of menopause.
- Expand community health centres to offer menopause-focused services, information, and support groups to reach women who may not have easy access to traditional healthcare settings.
- Include menopause as part of sexual and reproductive health education to ensure that the conversation is just as normalized as menstruation and childbirth.

- Launch public awareness campaigns to destigmatize menopause, raise awareness about available services, and encourage women to seek timely care.
- Implement workplace policies that accommodate menopausal women, including flexible work hours, temperature regulation, and access to private rest areas.
- Allocate funding for research on menopause-related health concerns and gather data to inform evidence-based policies and programs.
- Integrate menopause care into routine primary healthcare services, ensuring that women receive appropriate guidance and support.
- Collaborate with government agencies, NGOs, and women's health organisations to develop a comprehensive national menopause strategy and action plan.
- Create user-friendly information resources, brochures, and websites to educate women about menopause, available services, and self-care options.

## Conclusion

The results from the WPL survey and consultations provide us with concrete lessons and takeaways, highlighting the critical need to address menopause as both a crucial political issue and one that profoundly impacts society as a whole. The interconnected nature of improving access, increasing awareness, and promoting acceptability emerge as a powerful strategy to drive positive change.

Progress begins with heightened awareness, rooted in listening to the voices of women directly affected by menopause. Recognising who is heard and valued within society, and by whom, forms the cornerstone of genuine awareness about menopause-related issues. It's essential to scrutinise the perspectives of influential parties, including religious leaders, teachers, media figures, and others, to determine how menopausal women are portrayed. Are they depicted as individuals with agency, or is their value in society diminished or disregarded altogether? A comprehensive understanding of these representations allows us to build awareness that truly reflects the experiences and contributions of menopausal women.

Access and availability extend beyond mere logistics; they are influenced by complex social and structural factors. Encouragingly, our survey data reveals positive attitudes towards adapting workplace environments, which can alleviate access-related challenges. However, this approach shouldn't be confined to workplaces alone. In regions where women predominantly work from home, we must expand our focus to ensure access and availability across all domains. The input from interviewees and survey respondents emphasises the importance of guidelines for healthcare organisations, ample funding for healthcare training, and other innovative methods to support constituents effectively.

Yet, even the most robust efforts for access and availability can falter if negative stereotypes persist. This is where promoting acceptability becomes paramount. Recognising the stigma surrounding menopause requires a comprehensive understanding of the barriers women face, and dismantling the notion that seeking help is a sign of weakness. Empowering women to identify their needs and ask for the necessary support is a pivotal aspect of improving their overall quality of life. Our conversations with interviewees revealed serious concerns about women being perceived as overly emotional or as victims of

their biology when discussing menopause. Overcoming these perceptions through meaningful steps will bolster women's confidence in seeking support, ultimately fostering a more accepting and inclusive environment.

In conclusion, the lessons learned from these findings underscore the interlinked nature of awareness, access, and acceptability. By embracing these aspects collectively, we can create a more supportive and inclusive society, ensuring that women navigating menopause have the resources and understanding they need to thrive.

# Global approaches to menopause support

Menopause support programs have gained significant traction worldwide, with notable successes in Australasia, Ireland and Canada. These initiatives prioritise addressing the physical, emotional and informational needs of women navigating this transformative stage of life.

Australia's Australasian Menopause Society (AMS) provides comprehensive resources and guidance for individuals, healthcare professionals and workplaces. Its commitment to evidence-based information ensures women receive accurate and up-to-date knowledge. AMS's focus on collaboration with healthcare professionals fosters a holistic approach to menopause care. It has become a go-to source for trustworthy information on menopause-related issues, contributing greatly to women's overall well-being. It also provides a useful tool to find an AMS-approved doctor that has an interest, in and understanding of, menopause.

In Canada, the Menopause Foundation Canada plays a vital role in advancing menopause education and support. It offers a wealth of resources, including

guidance-based articles, research updates, a menopause symptom tracker and community forums. Like the AMS, it also helps women to find a medical practitioner that is certified by the North American Menopause Society, thereby ensuring women get the right advice and support from the outset. By fostering a sense of solidarity among women experiencing menopause, the foundation enhances their overall quality of life, highlighting the importance of a strong support network.

Ireland, too, has recognised the importance of menopause awareness and support. The Department of Health's Menopause Awareness Campaign is a testament to this commitment. By providing accessible information and links to clinical expertise, it empowers women to make informed decisions about their health during menopause. This initiative is a significant step in removing the stigma surrounding menopause and equipping women with the resources they need to manage this life transition.

These successful menopause support programs showcase the significance of evidence-based information, collaboration with healthcare professionals and accessible resources in ensuring women receive the support they deserve. The efforts of these



organisations inspire hope for a future where menopause is approached with understanding, empowerment and a shared commitment to women's health and well-being.

# Further resources

## Resource Centre for Menopause

Mayo Clinic – Menopause Information

<https://www.mayoclinic.org/diseases-conditions/menopause>

The Mayo Clinic provides a comprehensive overview of menopause, including symptoms, causes, treatments and self-care tips, based on reliable medical expertise.

National Institute on Aging – Menopause: Time for a Change

<https://www.nia.nih.gov/health/menopause-time-change>

Government resource by the U.S. National Institute on Aging offering science-based information on menopause, addressing common concerns and offering guidance for healthy ageing.

Australian Menopause Society

<https://www.menopause.org.au/>

An organisation offering evidence-based information, support, and resources for healthcare professionals and women in Australasia, fostering a holistic approach to menopause.

Health Direct Australia – Menopause

<https://www.healthdirect.gov.au/menopause>

Australian government health information site providing detailed information about menopause, covering symptoms, treatments, self-care and when to seek medical advice.

Government of Canada – Menopause and Perimenopause

<https://www.canada.ca/en/health-canada/services/healthy-living/menopause.html>

Official government page addressing menopause and perimenopause, featuring information, symptoms, treatment options and tips for managing menopausal changes.

The North American Menopause Society

<https://www.menopause.org/>

A comprehensive resource for healthcare professionals, women and the public, offering research, news and educational materials about menopause.

Menopause and Me

<https://www.menopauseandme.co.uk/>

Menopause and Me offers tailored information about all stages of menopause, providing a thorough understanding of the changes occurring in the body

and various treatment options. It is a valuable resource, equipping individuals with the tools and support needed to navigate their menopause journey with confidence and empowerment.

#### Rock My Menopause

<https://rockmymenopause.com/>

Rock My Menopause serves as the public-facing initiative of the Primary Care Women's Health Forum (PCWHF), a collective comprising ten thousand healthcare professionals with a dedicated focus on women's health. The campaign's mission is to empower individuals with expert menopause information and comprehensive support, enabling them to enhance their awareness and understanding of menopause.

#### Everyday Health – Menopause

<https://www.everydayhealth.com/menopause/>

A platform dedicated to empowering women with expert advice on menopause, featuring articles, personal stories and discussions on managing menopausal health.

#### Menopause Matters

<https://www.menopausematters.co.uk/>

A UK-based site offering trustworthy information,

expert advice and a community forum to discuss menopause and its impact on women's lives.

British Menopause Society

<https://thebms.org.uk/2023/08/plans-for-uks-first-menopause-education-programme-developed-by-ucl-academics/>

Experts at UCL have teamed up with leading women's health charities to design a new education and support programme for women across the country experiencing menopause.