

MM MENOPAUSE MANDATE



THE RESULTS

OUR BIGGEST SURVEY YET: **23,217** WOMEN

What women told us about menopause, their health, their work and the support that would make the biggest difference.

THE HUMAN COST

HEALTH EXPERIENCES

98.5%

said menopause symptoms affected their quality of life. **61%** said the impact was considerable or extreme. Only **1.5%** said there was no impact at all.

THE PROGRESS

THE POSITIVE IMPACT OF AWARENESS AND BETTER HEALTHCARE SUPPORT

82%

sought help from a medical professional: **65%** saw their GP, **3%** a private clinician and **14%** both.

83%

were offered HRT and **27%** local (vaginal) oestrogen. **21%** were offered lifestyle advice, but only **10%** were offered CBT.

82%

felt very or quite comfortable discussing menopause with their GP or healthcare professional. Only **13%** were not very comfortable and **3%** uncomfortable.

62%

of those not comfortable with their GP feared being dismissed as “normal ageing” or not being taken seriously, followed by worries that the GP is not a specialist or appointments are too short.

THE HUMAN COST

THE TOP 10 SYMPTOMS

The symptoms women told us affected them most, from our 2025 survey.

#1 Brain fog

#2 Weight gain

#3 Fatigue

#4 Low mood

#5 Reduced concentration

#6 Muscle or joint pain

#7 Reduced motivation

#8 Lack of confidence

#9 Low libido

#10 Anxiety / panic attacks

THE SUPPORT NEEDED

BUT THERE IS STILL A LOT OF WORK TO DO

Awareness of the new menopause changes in the NHS and the workplace is low.

92%

were **not aware** menopause is included in digital hospitals

76%

were **not aware** menopause will be in the NHS 40+ health check

66%

were **not aware** of the Employment Rights Bill workplace menopause action plans

WHAT WOMEN MOST WANT INCLUDED IN THE NHS 40+ CHECK

94%

#1 Symptoms, common and lesser known

93.9%

#2 Treatment options, HRT and non-HRT

83%

#3 Support services or referrals

THE DEMANDS

WHAT WOULD MAKE THE BIGGEST DIFFERENCE

We asked women to rank the support that would most improve their quality of life during perimenopause and menopause.

#1 All GPs having up-to-date menopause training

#2 Access to specialist menopause clinics

#3 Women's health concerns being taken seriously

#4 Workplace menopause support

THE BUSINESS COST

WORKPLACE EXPERIENCES

16,851 WORKING WOMEN

90%

said menopause symptoms impacted them at work. Only 9% said not very or not at all, and 1% weren't sure.

44%

were impacted every day or most days, and a further **46%** sometimes.

36%

missed workdays because of symptoms in the past 12 months.

44%

have considered quitting or changing jobs because of symptoms.

15%

have already acted: **11.5%** changed their job and **3.2%** quit.

WHAT WOMEN WANT

THE MOST IMPORTANT ELEMENTS OF A WORKPLACE MENOPAUSE ACTION PLAN

Most of these cost nothing.

#1

Workplace adjustments (uniforms, office temperature)

#2

Access to menopause treatments and medication

#3

Regular manager training

#4

Confidential support routes

#5

Trusted menopause information

#6

Company-wide awareness to reduce stigma

THE BUSINESS COST

WE NEED MORE ACCESS TO, AND AWARENESS OF, POLICIES

39%

said their employer has a menopause policy. **31%** weren't sure, **19%** said no and **10%** were self-employed.

28%

said there was any menopause training or support at their workplace that they knew of. 36% said no and 35% didn't know.

THE PROGRESS

EARLY EVIDENCE THAT POLICIES ARE BEING USED

Where policies exist, women use them, and it helps to reduce stigma.

51%

of women with a policy have used it (**40%**) or plan to (**11%**)

87%

of those who used it feel very (**48%**) or quite (**39%**) comfortable discussing menopause at work

46%

of those who hadn't used it would rather speak to their manager privately, making confidentiality the top reason

SPOTLIGHT

BRAIN FOG

95%

suffered from brain fog. Only **3.4%** said no and **2.6%** didn't know. Across work, mental health and relationships, brain fog eroded confidence, leaving women feeling less capable, less understood and less like themselves.

AT WORK

Memory lapses and difficulty concentrating and processing information undermined confidence and made women feel less competent and productive.

MENTAL HEALTH

Brain fog undermined confidence and self-esteem, leaving women feeling less capable, less intelligent and less like themselves. Some experienced anxiety, panic attacks or fear of dementia.

RELATIONSHIPS

Many said relationships suffered through lack of understanding, or they withdrew socially through lack of confidence. Support and empathy helped ease these impacts.



THANK YOU TO ALL 23,217 WOMEN

The Big Menopause Survey 2026 was run by Menopause Mandate, supported by QVC. Percentages are rounded and based on the women who answered each question. The top 10 symptoms are from our 2025 survey.

