



## MENOPAUSE: THE SILENT CAREER KILLER

Compiled by Sue-Ella Prodonovich, June 2023

Menopause is an important conversation in terms of equity in the workplace and a blind spot in most Women Leader conversations about why there are more men than women in leadership roles.

Menopause usually happens between the ages of 45 and 55. Perimenopause is the period beforehand which can itself span the years coinciding with prime time for women in leadership roles.

The discussion about menopause and its effect on careers in the law has been spearheaded in by UK Law Firms, The Law Society of England and Wales, and The Law Society of Scotland.

Professor Gavin Jack, Monash University noted “Some women feel it has no business in the workplace, but our research shows that’s not the view for most ... Often women are saying that they don’t want a spotlight on menopause, necessarily. They want to be able to access support, but just to be seen as a normal part of being an employee in an organisation, rather than something needs to be fixed or managed.”

Sydney Colussi, University of Sydney, stresses that the design and implementation of menopause policies require careful consideration. “There is a risk that ill-considered policies may exacerbate gender discrimination and reinforce stereotypes that women are somehow less capable at work.” (*In The Black*: 1 Oct 2021, CPA Australia)

Irrespective of the approach organisations choose, an awareness of the impact of menopause can be helpful to everyone.

In the UK The Fawcett Society’s 2022 (UK) survey found ...

- 1 in 10 women who worked during menopause left a job due to their symptoms, 61% said that they had lost motivation at work due to their symptoms, 52% had lost confidence.
- Nearly 40 per cent of menopausal women are being prescribed antidepressants to help manage their symptoms, despite 4 out of 5 describing the treatment as “inappropriate.”

Menopause policies in firms are rare – it appears only the UK and Australia have published examples.

Application in UK Law Firms is often with [Peppy App](#).



## REFERENCES, TOOLS, AND FURTHER READING:

1. [Menopause Information Pack for Organizations \(MIPO\)](#)- Free resources from Monash University Business School; University of Melbourne; University of Glasgow; and The Royal Womens' Hospital
2. [Experiencing Menopause in the Legal Profession](#) (UK Law Society)
3. [Why Law Firms Need to Raise Staff Awareness of Menopause](#) (August, 2022) Legal Futures, Danielle McGuigan, Ogletree Deakins
4. [Law Firm & Menopause Expert marks IWD](#) (Feb 2023)
5. [Law Access; Policies & Precedents For Law Firms: Menopause](#) (April 2022)
6. Bryan Cave Leighton Paisner [Opens up the Menopause Conversation](#) (October 2020)
7. Simmons & Simmons [Menopause Support Within Law Firm](#) (Feb 2021)
8. Linklaters support for [Staff with Menopause](#) (May 2022)
9. November '22 conference convened by University of Sydney with focus on equity of women at work including workplace inequality for women transitioning through menopause. <file:///C:/Users/Sue-ellaProdonovich/Downloads/special-report-reproductive-body-in-law.pdf>
10. [Menopause Impact Career Progression](#) (Nov 2022), Lawyers Weekly



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