



# Menopause Care That Works: Real Data, Real Impact, Real Business Outcomes

First-of-its-kind insights into how expert menopause care improves employee health and company performance.





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## About this paper

This paper focuses on the health of individuals experiencing menopause, including those who identify as women or were born with a female reproductive system. At sanoLiving we are committed to reducing health inequities and providing inclusive, evidence-based care for everyone. While we primarily use gender-specific language commonly found in existing literature, we recognize that menopause affects people of diverse gender identities, all of whom deserve access to compassionate and comprehensive support.







# Executive Summary

Menopause is an inevitable life stage that affects 100% of women, yet its impact on workforce retention, productivity, and well-being has been historically overlooked. With women aged 40+ as the fastest growing workforce demographic, addressing menopause-related challenges is a business necessity.<sup>1,2</sup>

Ignoring menopause leads to lost talent, lower productivity, and higher healthcare costs. In contrast, companies that prioritize workplace equity gain a competitive advantage—becoming 36% more likely to achieve above-average financial returns.<sup>3</sup>

This paper draws on real-world data gathered from sanoLiving’s virtual women’s health platform, sanoMidLife, where thousands of women have accessed specialized menopause care, including expert clinicians, personalized treatment plans, coaching, and digital health tools.

These insights highlight the workplace and economic impacts of menopause and demonstrate the measurable benefits of providing comprehensive menopause support.

## The benefits of comprehensive menopause care

After engaging in comprehensive care through sanoMidLife, the data shows the following life-changing outcomes:

**80%**

experience an improvement in overall quality of life.

**54%**

experience an improvement in mood and emotional well-being.

**50%**

experience an improvement in ability to perform at work.

**70%**

experience an improvement in professional and personal relationships.

## Call to action for employers

Menopause is a workforce issue with clear business consequences. Employers must act now by:



providing menopause-inclusive benefits – access to expert care and digital health solutions.



creating a supportive workplace culture – education, policies, and accommodations.



tracking impact – measuring retention, productivity, and well-being.

Investing in menopause care is not just the right thing to do—it's a business imperative.

Organizations that act now will retain top talent, drive engagement, and gain a competitive edge.



# The Business Case for Investing in Women's Health

## Growing demographic

Women in midlife represent a powerful and growing segment of the workforce, with **22% of the workforce currently experiencing menopause**:

- Over 4 million working Canadian women aged 40-64.<sup>4</sup>
- Nearly 36 million working US women in the same age group.<sup>5</sup>

By 2040, this demographic is projected to grow by nearly a third, making midlife women the fastest-growing segment of female workers.<sup>1,2</sup>

## A diverse workforce is good business

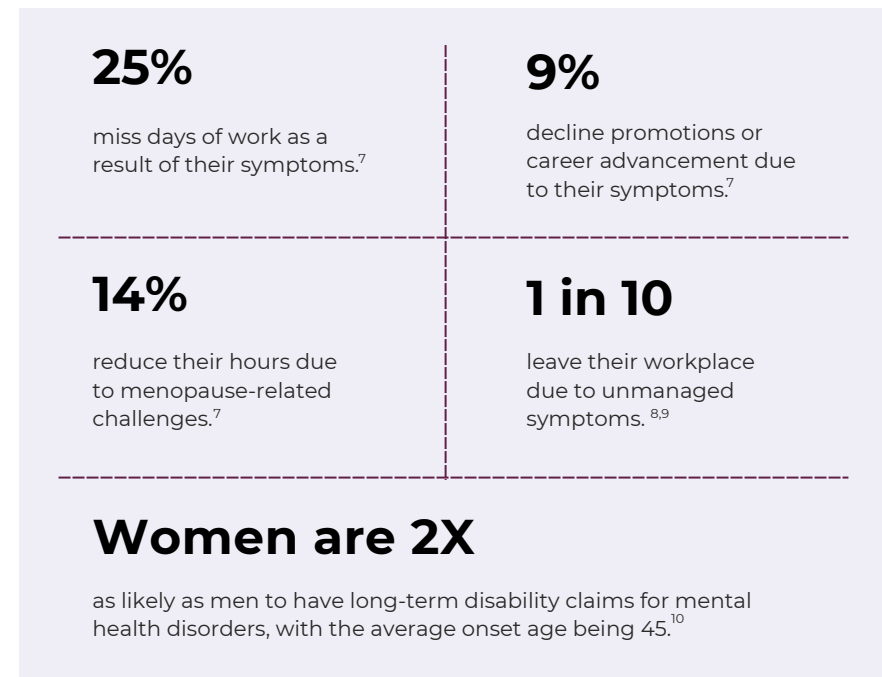
Organizations that prioritize women's health, workplace equity, and diversity experience measurable business advantages:

- Companies with higher diversity levels report **36% more likely to see above-average financial returns.**<sup>3</sup>
- Diverse teams make better and more informed decisions.<sup>6</sup>



## The impact of menopause symptoms in the workplace

Midlife women are a growing and vital part of the workforce, yet research shows that menopause symptoms significantly impact attendance, productivity and career progression, leading many to make difficult decisions at disproportionate rates:



With retention and productivity at stake, **companies can no longer afford to ignore the real impact of menopause in the workplace.**



## Why are women not receiving the care they deserve?

Many women face challenges in accessing **quality menopause care** due to a lack of awareness and education among healthcare providers, **resulting in under-diagnosis and inadequate treatment** options.

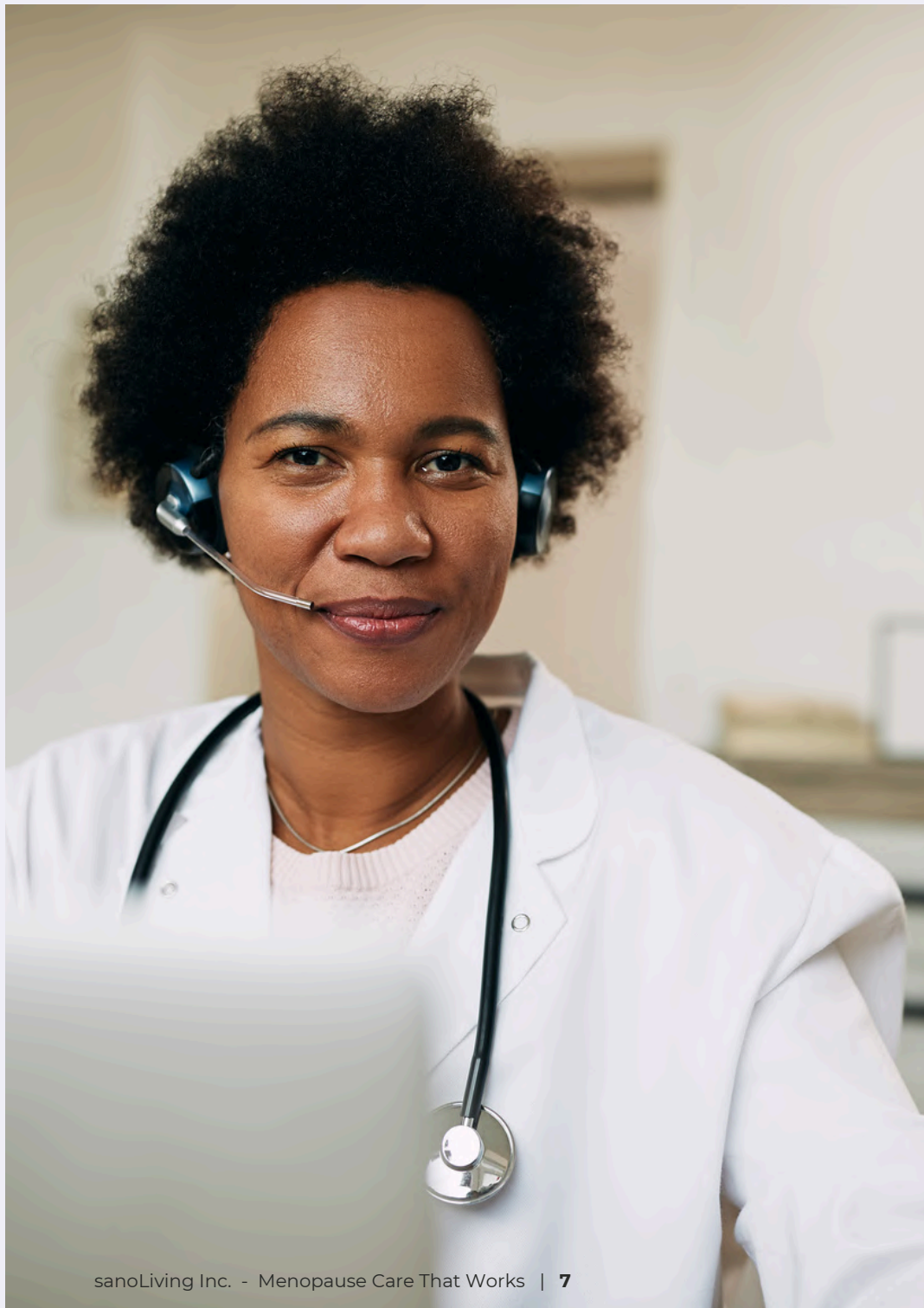
- Only **31%** of OB-GYNs report having a menopause curriculum in their residency program.<sup>11</sup>
- Only **6.8%** of Family Medicine and OB-GYN residents feel they are adequately prepared to treat menopause.<sup>12</sup>
- About **1 in 5 Canadians (22%)** do not have regular access to a family doctor or nurse practitioner.<sup>13</sup>

Additionally, societal stigmas around menopause often prevent open conversations, making it difficult for women to seek the support and care they need.

Going beyond basic policies and accommodations by offering high-quality menopause care—including evidence-based expert medical care, coaching, and digital health tools—can result in:

- ✓ **Improved workforce retention**
- ✓ **Reduced absenteeism**
- ✓ **Enhanced overall productivity**
- ✓ **Increase in job satisfaction**





## The solution – Comprehensive menopause care

Despite the widespread prevalence of menopause, its impact on the workforce and economy remains largely unaddressed. Until now, real-world data on the effectiveness of menopause support programs has been limited.

sanoLiving is closing the gap with its comprehensive menopause solutions through its flagship program, sanoMidLife, which includes:

- Menopause assessments
- Expert coaching and clinical care
- Education and peer support
- An AI-powered virtual health assistant

The data now clearly demonstrates that companies investing in comprehensive menopause care experience tangible improvements in workforce retention, productivity, and overall employee well-being.

### Real User Experience:

*"I can't believe the difference since starting the supplements recommended by sanoMidLife! My mood has improved so much, and I've even had a couple of full nights of uninterrupted sleep—something I haven't had in ages. Plus, my joint pain is so much better. I'm so grateful for this support—it's been life-changing!"*

# Menopause and it's Stages

Menopause is not a single event but a complex transition, impacting each individual differently. Symptoms often overlap and occur simultaneously, affecting physical health, emotional well-being, and daily life in ways that vary greatly from one person to another.

## The stages of menopause

### Premenopause

The stage before any menopausal changes, with stable hormones and regular cycles. Symptoms are absent until perimenopause begins.

### Premature Menopause

Menopause that occurs before age 40, affecting 1 in 100 women. It increases the risk of osteoporosis, heart disease, cognitive decline, and genitourinary conditions such as incontinence, urinary tract infections (UTIs), and vaginal dryness, requiring early intervention.

### Perimenopause

The transitional phase leading up to menopause, lasting 6–8 years.<sup>14</sup> Fluctuating hormones can cause irregular menstrual cycles, hot flashes, sleep disturbances, and mood swings, typically begins in a woman's 40s.

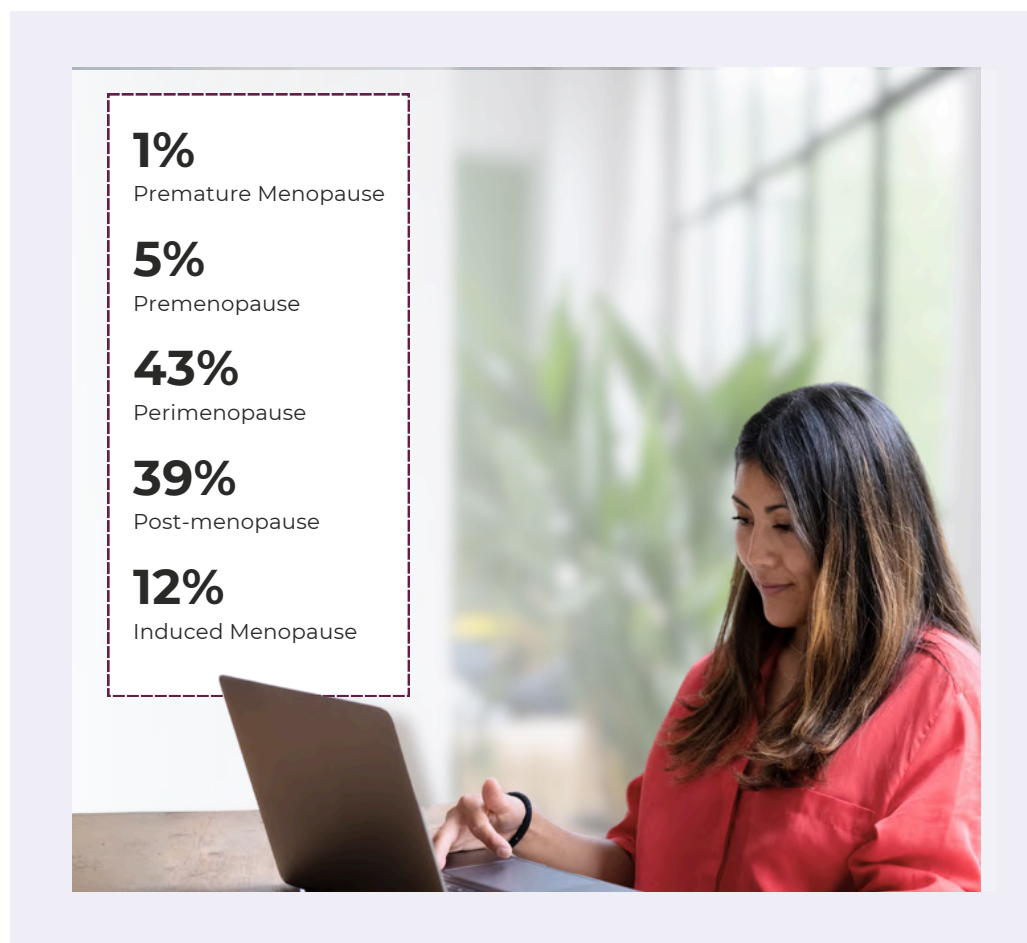
### Post-Menopause

Begins 12 months after a woman's final period and lasts for life. Lower estrogen raises the risk of heart disease, osteoporosis, cognitive decline, and genitourinary conditions, requiring ongoing care.

### Induced Menopause

Caused by surgery, chemotherapy, radiation, or ovarian suppression therapy, leading to a sudden and more intense onset of menopause symptoms, requiring specialized care.

Women who complete sanoMidLife's initial assessment (sanoAssessment) fall into the following menopause stages:





# Key Findings from sanoLiving

## The data behind menopause's impact

sanoMidLife's assessment stands out for its comprehensive and holistic approach. It not only includes questions about changes in menstruation and utilizes the Greene Scale, but also offers an in-depth evaluation of 48 additional symptoms experienced during the menopause transition—many of which women may not realize are connected to menopause.

## Understanding the Greene Scale

The Greene Scale is a widely used clinical tool for assessing the severity of the most common menopause symptoms including:

- **psychological symptoms** – Anxiety, depression, mood swings, cognitive difficulties.
- **physical symptoms** – Fatigue, joint pain, headaches, dizziness, sleep disturbances.
- **vasomotor symptoms** – Hot flashes, night sweats.

## Greene Scale findings from sanoMidLife members

Data from sanoMidLife members, measured through the Greene Scale, show the significant impact of menopause symptoms:



### Vasomotor symptoms

**54%** severe    **25%** moderate  
**21%** mild    **0%** no impact

### Physical symptoms

**39%** severe    **24%** moderate  
**27%** mild    **10%** no impact

### Psychological symptoms

**30%** severe    **50%** moderate  
**19%** mild    **1%** no impact

These findings reinforce that menopause is a highly variable experience, with a significant percentage of women experiencing moderate to severe symptoms. The Greene Scale provides an objective measure of menopause's impact, and helps guide appropriate care and medical support.

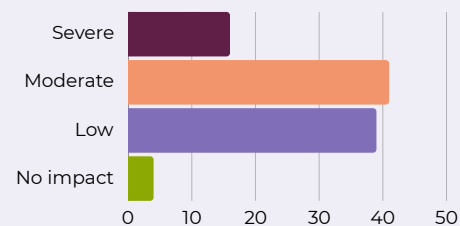
## The sanoAssessment—A deeper look at menopause's impact

The sanoAssessment builds upon the Greene Scale by evaluating how menopausal symptoms affect daily life, from quality of life to workplace performance to mental health and relationships. It evaluates a wider range of menopausal symptoms—many of which go unrecognized—providing a more comprehensive and accurate understanding of menopause's effects and the needs of those affected.

### Menopause is a workplace challenge— Yet rarely addressed

**57%** of women report menopause symptoms moderately or severely **impact their work performance.**

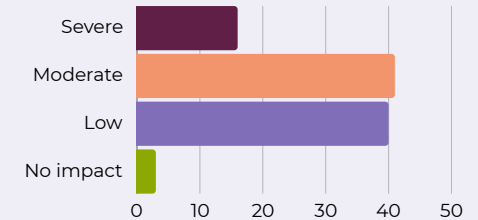
**16%** experience **severe difficulties** at work.



### Menopause disrupts relationships— A silent strain

Nearly **60%** say menopause **affects their personal and professional relationships.**

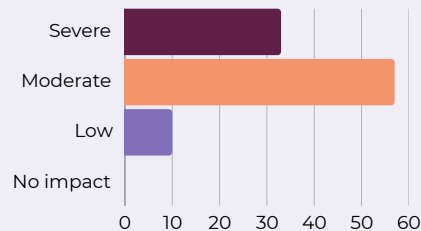
**16%** report **severe strain** on relationships.



### Menopause symptoms are a major quality of life disruptor

**90%** of women report that menopause symptoms moderately or severely **impact their quality of lives.**

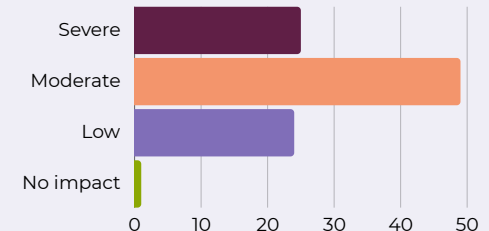
**33%** say the impact is severe, meaning menopause symptoms **significantly hinder** their well-being.



### Mental health is deeply affected by menopause

**74%** experience moderate or severe **mood disruptions.**

The intersection of menopause and mental health challenges places **midlife women at an increased risk** for work-related extended leaves of absence and higher healthcare costs for employers.





# The Power of Comprehensive Menopause Care

## Treatment approaches chosen by sanoMidLife members

Comprehensive care includes choice. Women engaging with sanoMidLife's coaching and clinician services select the following treatment options:

- **56%** Lifestyle Focus and Functional Medicine
- **27%** Hormone Therapy, Lifestyle Focus and Functional Medicine
- **13%** Hormone Therapy only
- **4%** Other Medications and Lifestyle Focus

## Symptom reduction after treatment

Tracking progress is key to measuring the impact of menopause care. The Green Scale and sanoMidLife Assessment establish a baseline, with regular reassessments as individuals engage in their care plan and treatment, demonstrating significant, measurable improvements.



## Greene Scale reassessment findings from sanoMidLife members

### Vasomotor symptoms

**61%** of members experience improvement in severe symptoms

**34%** of members experience improvement in moderate symptoms

### Physical symptoms

**53%** of members experience improvement in severe symptoms

Moderate symptoms remain stable with ongoing treatment

### Psychological symptoms

**67%** of members experience improvement in severe symptoms

**60%** of members experience improvement in moderate symptoms

**49%** of members experience significant improvement across all symptoms, moving from severe or moderate to mild or no symptoms at all.

## sanoAssessment reassessment findings from sanoMidLife members

**80%**

experience an improvement in overall quality of life.

**54%**

experience an improvement in mood and emotional well-being.

**50%**

experience an improvement in ability to perform at work.

**70%**

experience an improvement in professional and personal relationships.



### What this means in the workplace

As menopause symptoms subside, women experience sharper focus, stronger communication, and enhanced job performance. Addressing challenges like hot flashes, fatigue, and mood swings boosts workplace engagement, productivity, and job satisfaction.

Even moderate symptom relief—less fatigue, clearer thinking, and better sleep—elevates energy, cognitive function, and emotional stability. These benefits not only improve individual well-being but also create a more inclusive, supportive, and high-performing workplace.

### Real User Experience:

*“Wow, just did my reassessment with sanoMidLife, and it was such an eye-opener! Taking a moment to reflect on the changes made me realize how far I’ve come. No more crying fits, sheer exhaustion, or intense hot sweats like before—it’s been a while since I’ve felt this balanced. HRT has been a game-changer, and making the recommended lifestyle tweaks (cutting back on coffee and alcohol, and cleaning up my diet) has really helped, too. Feeling so grateful for the support and guidance that’s helped me feel like myself again.”*





## Menopause Care is a Business Priority

Menopause is not just a health issue—it's a workforce issue with direct business consequences. Failing to address it leads to lost talent, reduced productivity, and higher healthcare costs.

Companies that invest in menopause care will:

- **retain valuable talent** – prevent turnover and the loss of experienced employees.
- **reduce absenteeism** – support employees in managing symptoms, improving attendance and performance.
- **strengthen workforce well-being** – foster an inclusive, high-performing workplace culture.

### The cost of inaction is too high

Menopause symptoms—fatigue, brain fog, mood changes, and sleep disturbances—directly impact workplace performance, engagement, and retention.

Without awareness and support, employees struggle in silence, reduce their hours, or leave their jobs altogether, resulting in higher turnover, lost institutional knowledge, and increased recruitment costs.

A menopause-friendly workplace isn't just a perk—it's a competitive advantage. Employers who prioritize menopause support through education, open dialogue, and access to care will create an inclusive environment that boosts morale, enhances productivity, and ensures long-term workforce stability.

**Lead the way—Invest in menopause care today**

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