

Women in Nuclear Global Conference

14-18 JULY 2025, LONDON

MENOPAUSE UNMUTED

Awareness to Action...



Sarah Davies
CEO & Founder



Donna Haworth
CEO & Founder

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- ❑ Menopause at work pioneer, partnered with thousands of organisations since 2017.
- ❑ Focus on engaging and leading positive female hormone discussions from AWARENESS to ACTION across all employees through tailored, interactive programs.
- ❑ Set up and ran her sister's first menopause clinic, Dr Louise Newson , after working for over 15 years internationally at Fujitsu & Thomas Cook followed by executive search and running her own Business Coaching & Training consultancy.



Dr Louise Newson



Website



Hormone health
article hub



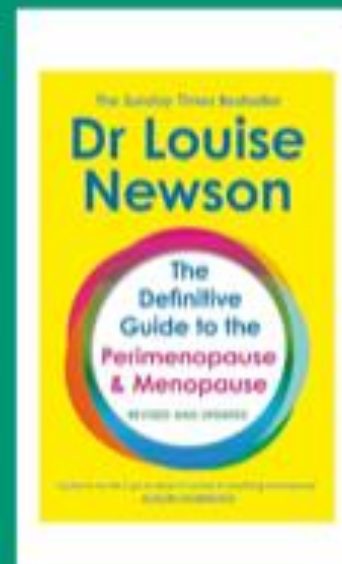
The Dr Louise
Newson Podcast



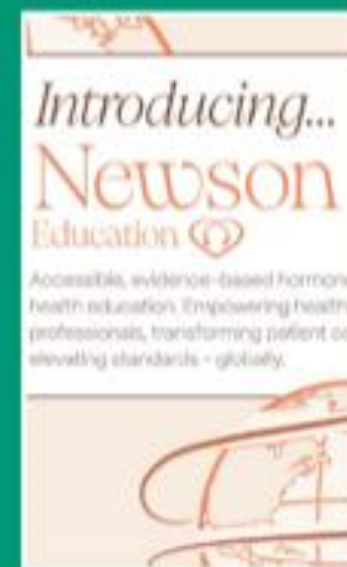
Free balance
menopause app



Menopause
Masterclass



Series of best
selling books



Education program
for HCPs

AIM OF TODAY

AT THE END OF THIS
SESSION YOU WILL...

*...feel more confident
& have relevant tools
to create an
environment where
colleagues feel
comfortable talking
about menopause*

- ☐ Educate you on evidence-based, non-biased menopause facts
- ☐ Enable you to make informed choices to signpost & support yourselves & others
- ☐ Share importance & impact of menopause at work on productivity, performance & presenteeism
- ☐ Give you the confidence to create a menopause-confident & inclusive working environment
- ☐ Enable you to help colleagues thrive, be supported & increase talent retention & employee engagement through the menopause

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SCALE OF THE CHALLENGES

50M

women reach the menopause every year

13M

in UK currently (peri)menopausal

10% leave work due to their symptoms &
20% change their jobs



25% suffer severe symptoms, 77% do not realise their symptoms are due to the menopause

44% of women who received treatment from their GP had to wait for a year or more...

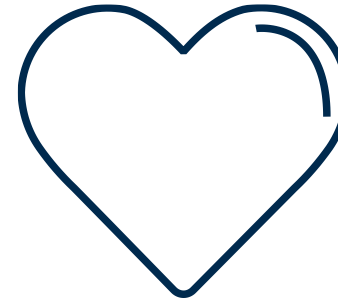
74% experience brain fog challenges at work



LEGAL



ECONOMIC



SOCIAL

14 million work days lost annually in the UK

MEDICAL MISOGYNY IN FEMALE HEALTH

- ❑ Pain Dismissal
- ❑ Lack of Research Funding
- ❑ Bias in Medical Education
- ❑ Menstrual Poverty
- ❑ Racial Disparities
- ❑ Workplace Discrimination
- ❑ Calls for Change

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WHAT DOES MENOPAUSE MEAN TO YOU?









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Faye's Story



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TRUE / FALSE

-  The first sign of menopause is **HOT FLUSHES**
-  **BONES BECOME WEAKER** and women are at higher risk of Osteoporosis
-  The menopause is when a woman **STOPS HAVING HER PERIODS**
-  Wait for symptoms to be **BAD/UNBEARABLE BEFORE SEEKING HELP**
-  Risk of **HEART DISEASE** can increase after the menopause
-  Menopause only affects those who are **OVER 50 YEARS OLD**

WHAT ARE HORMONES AND WHY ARE THEY SO POWERFUL?

- Are incredibly powerful chemical messengers

- Originate in your endocrine system

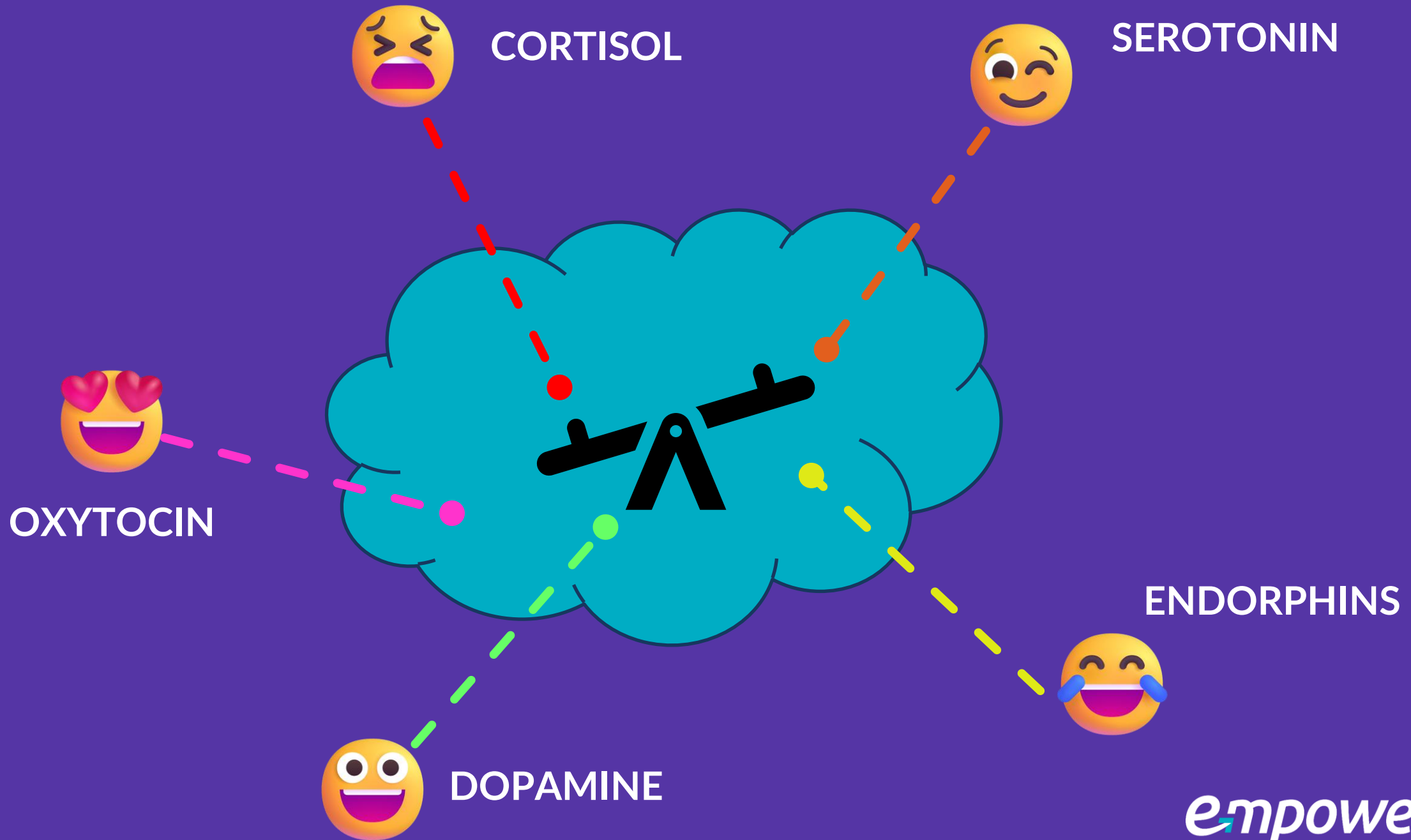
- Everyone will experience hormone changes DIFFERENTLY



- Tell your body what to do when

- Your endocrine system, and hormones it produces, helps your body maintain homeostasis

- Female Hormone Health is based on lifestyle, environment and genetics



HORMONE HEALTH CHALLENGES

- ❑ PMS = Premenstrual Syndrome
- ❑ PMDD = Premenstrual Dysphoric Disorder
- ❑ Painful Periods
- ❑ Heavy Menstrual Bleeding
- ❑ PCOS
- ❑ Endometriosis
- ❑ Adenomyosis
- ❑ Fibroids

WHAT IS MENOPAUSE?



- Female hormone deficiency – with long-term health risks

- 80% women have symptoms, 20% severe

- Symptoms will affect every person differently and for different periods of time

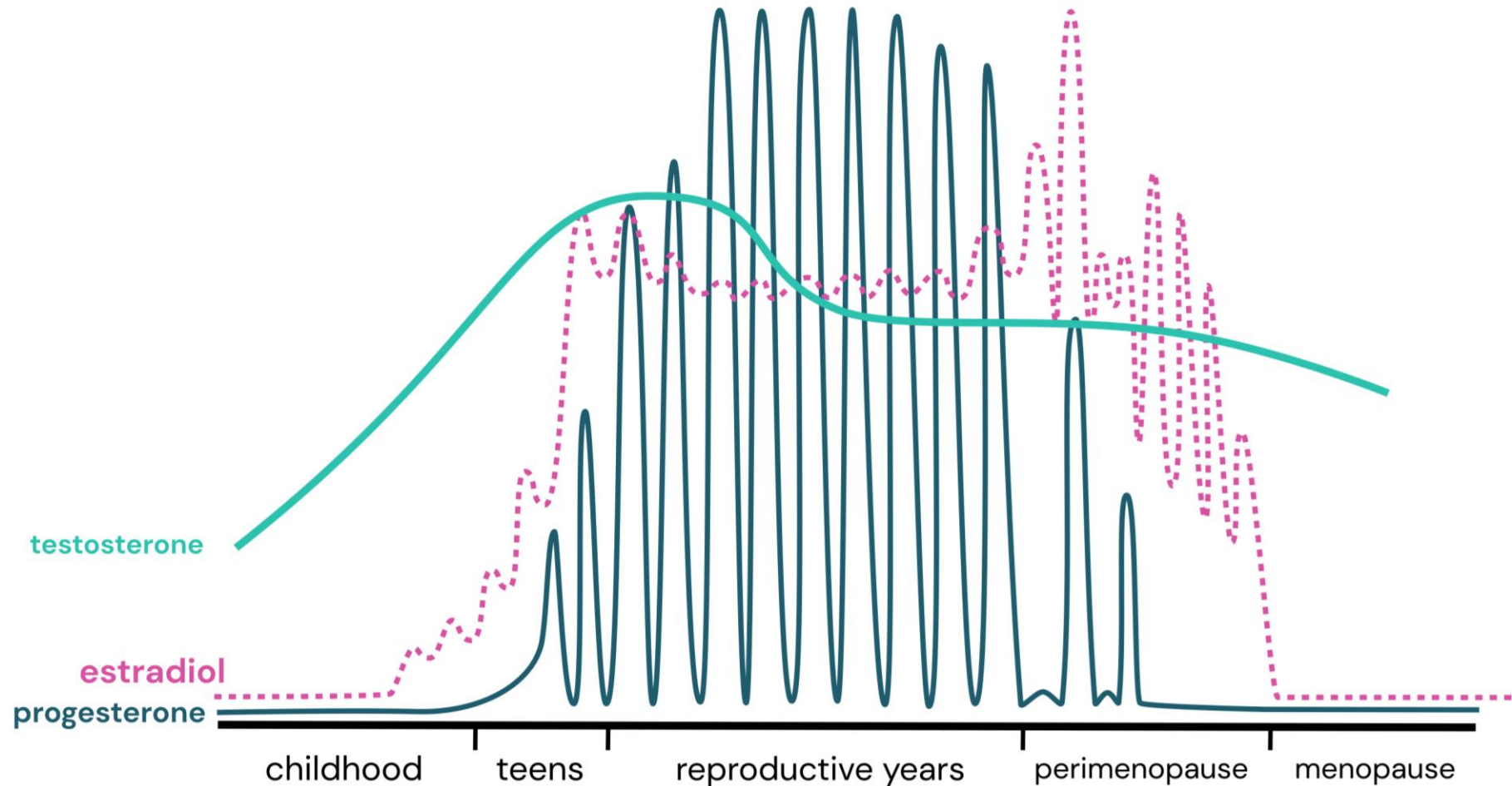


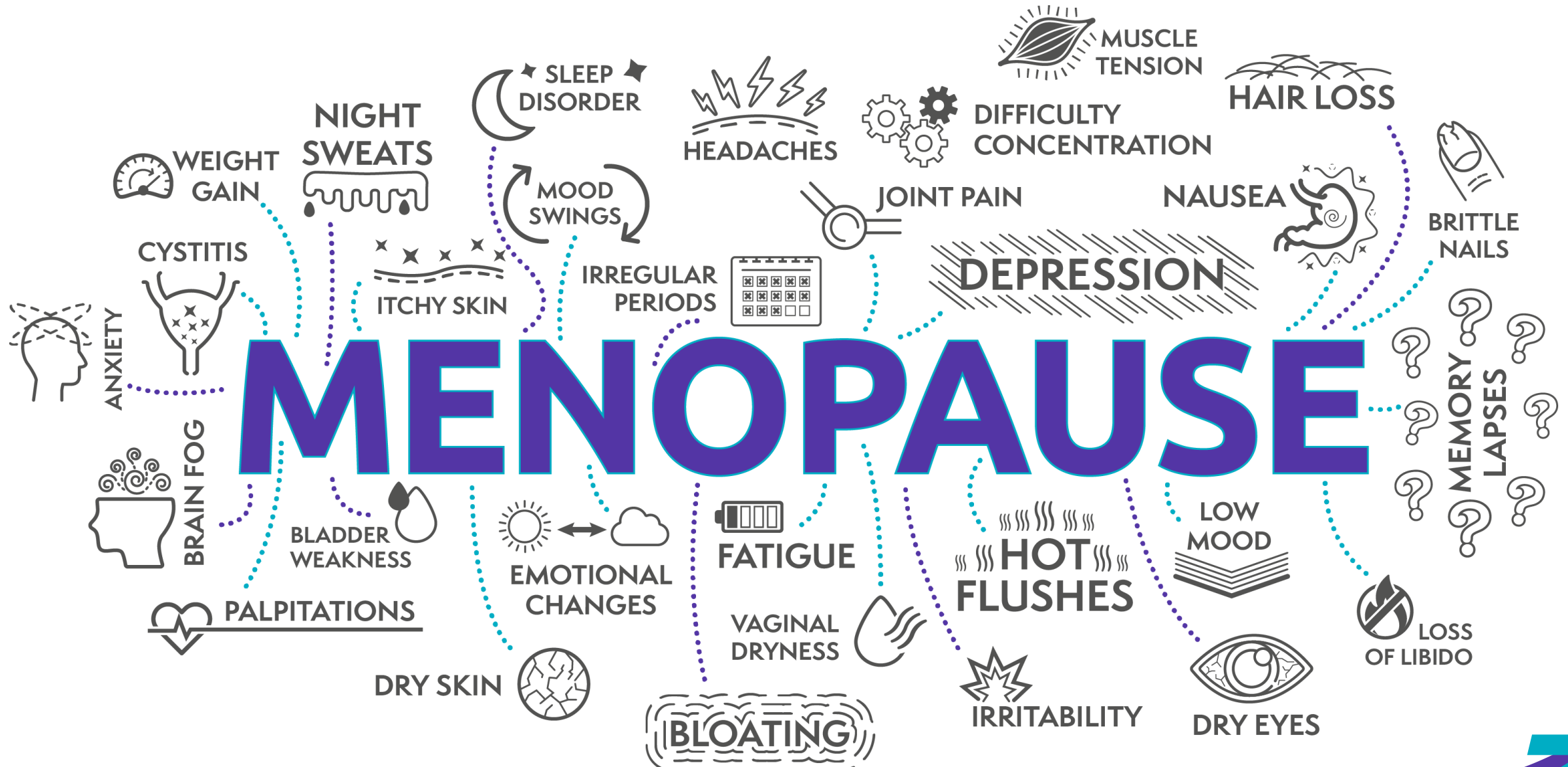
- Natural / induced (surgical)

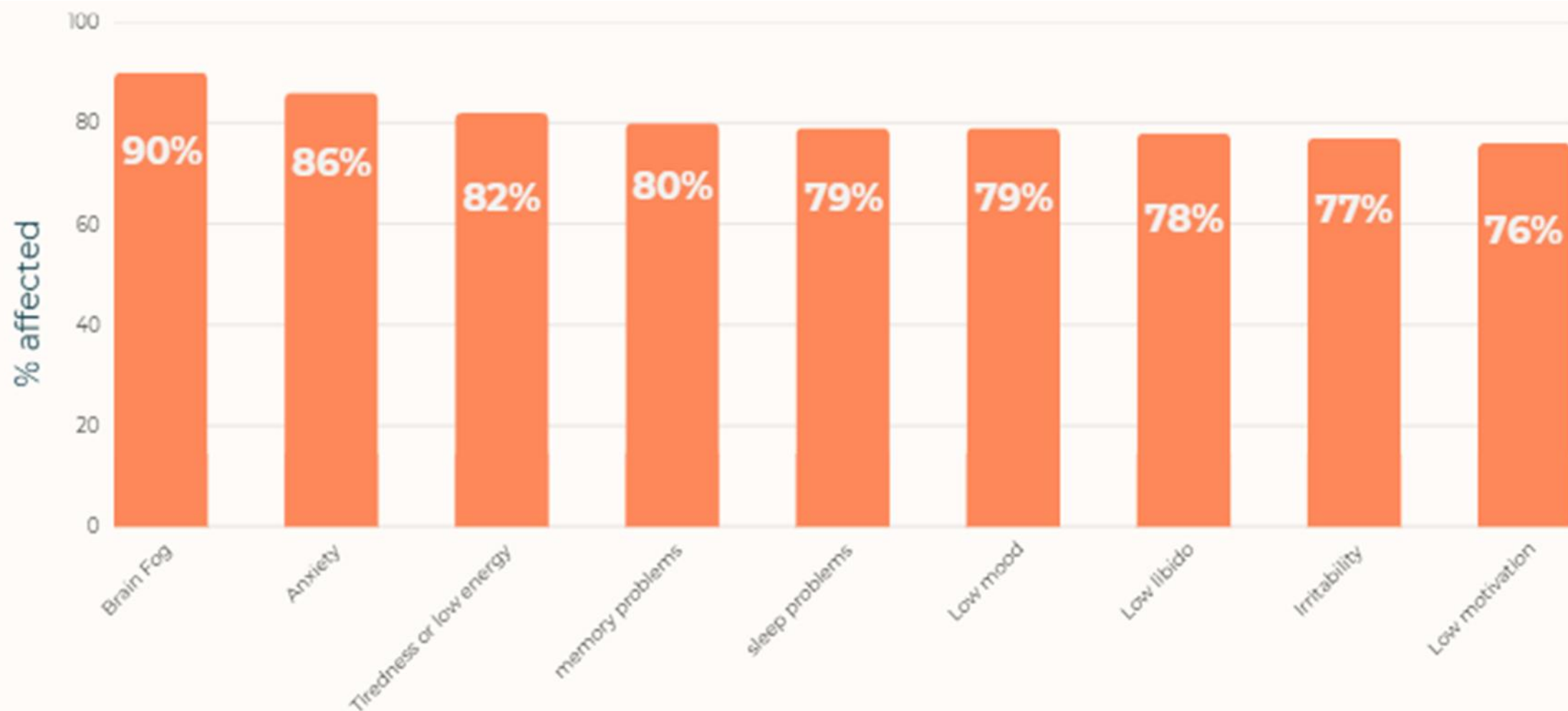
- Perimenopause
- Early menopause
- Premature ovarian insufficiency (POI)

- Average age 51 years but not just an “older woman’s” problem

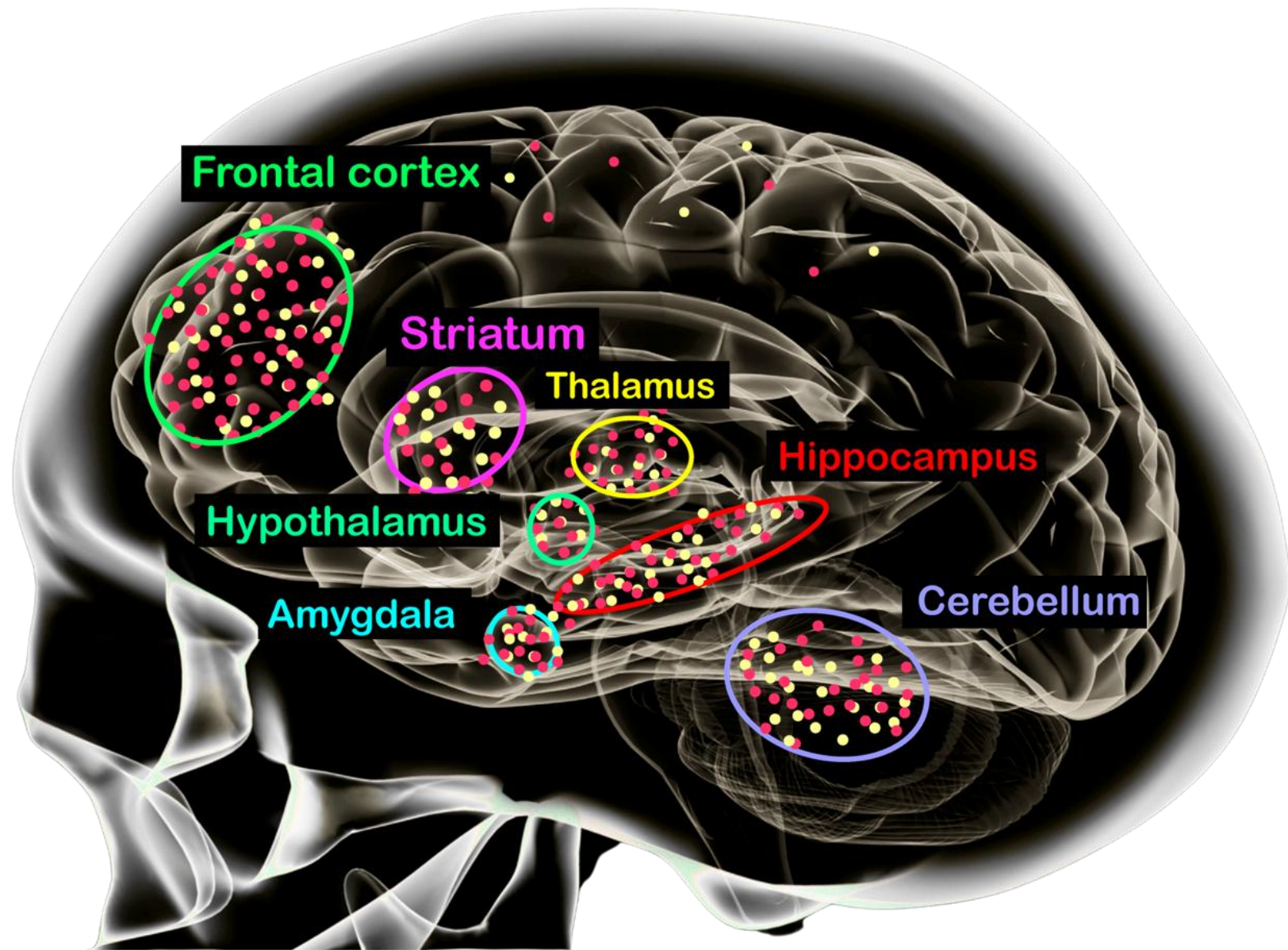
Ovarian hormones throughout lifespan







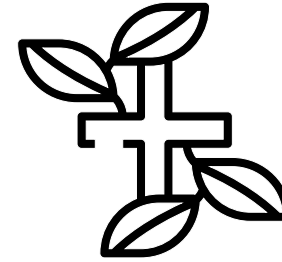
- Oestradiol
- Testosterone



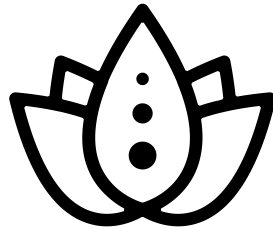
POTENTIAL INDIVIDUAL SOLUTIONS



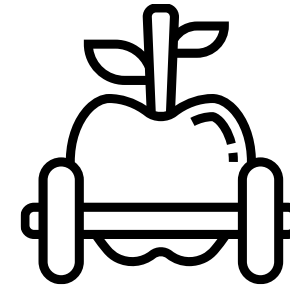
HORMONE
REPLACEMENT
THERAPY (HRT)



ALTERNATIVE
MEDICINES



COMPLEMENTARY
THERAPIES

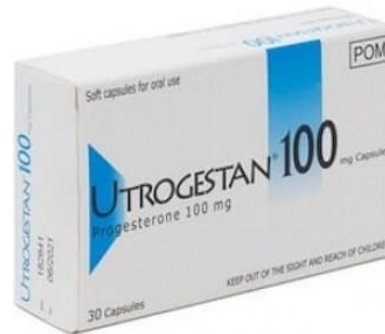


LIFESTYLE

**Evidence based
hormone
treatment is
an opportunity ...**



HORMONE REPLACEMENT THERAPY (HRT)



...as medical intervention at this point in life offers women years of benefits from preventive health care as well as helping them to feel better

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**47% of women reported
an improvement in mood**



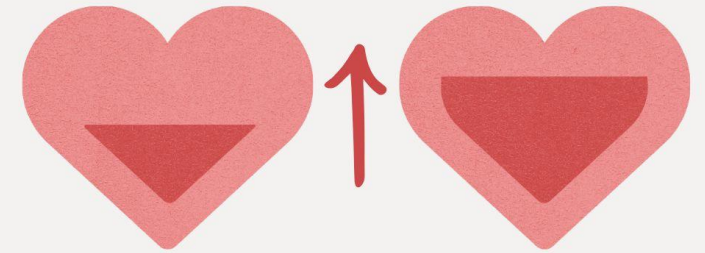
*510 women using hormone replacement therapy (HRT) with persistent low libido, cognitive and negative mood symptoms were treated with testosterone cream or gel for 4 months. A modified version of the Greene Climacteric Scale was used to measure self-reported symptom frequency and severity at baseline and 4 months after initiating treatment.

**39% reported an
improvement in cognition**



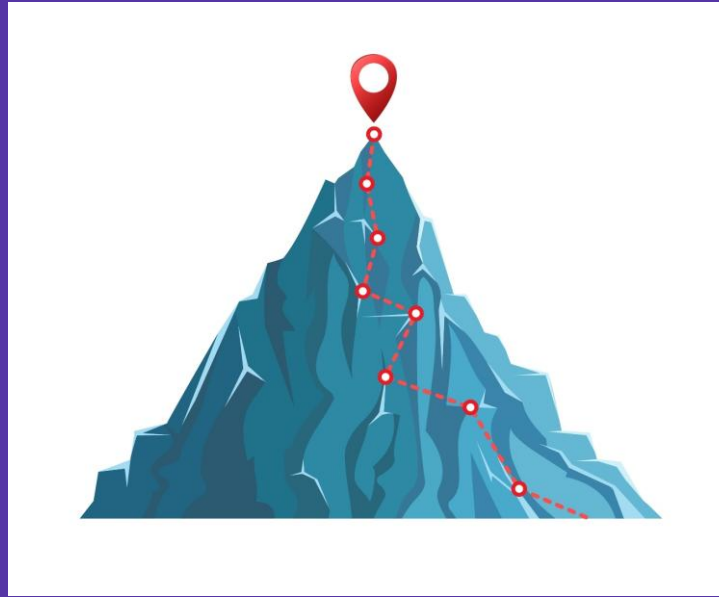
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**52% reported an
improvement in libido**



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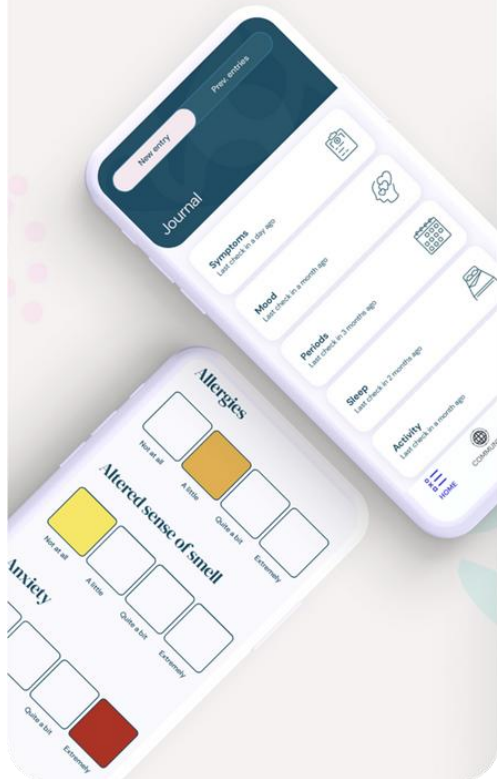
CLEARING ROADBLOCKS



- ☐ What are barriers?
- ☐ What support is needed?
- ☐ Who can help?

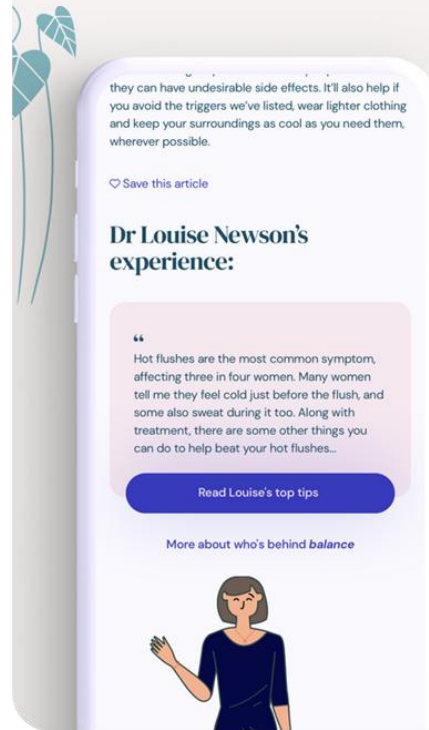
Free Balance app

Keep an eye on
your symptoms
and health

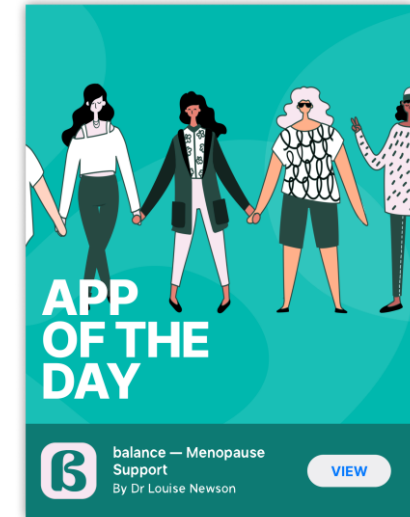


Access medically
approved content

written by
Dr Louise Newson



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**WHO HAS HAD A
MENOPAUSE
CONVERSATION AT
WORK?**

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**WHO HAS HAD A
MENOPAUSE
CONVERSATION
WITH THEIR
MANAGER?**

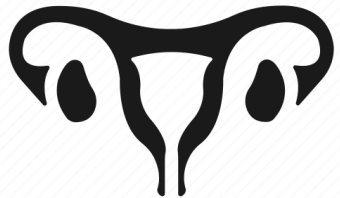
Faye's Story



or even HR, that I was going through the menopause.'

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IMPACT OF HORMONES



SYMPTOMS CAN CAUSE...

- FALL IN **PRODUCTIVITY & PERFORMANCE**
 - Time management
 - Emotional resilience
 - Ability to complete tasks effectively
- INCREASED **STRESS**
- MORE **LIKELY TO QUIT**
- INCREASED **ABSENTEEISM**
- **REDUCED** JOB **SATISFACTION**
- **LOWER COMMITMENT** TO WORK & ORGANISATION



WHICH COULD RESULT IN...

- BEING **STEPPED OVER** FOR PROMOTION
- **MISSED TRAINING** & PERSONAL DEVELOPMENT
- FORCED TO **REDUCE WORKING HOURS**
- **LOW CONFIDENCE**
- **PAY REDUCTION**
- CONTRIBUTE TO **WIDENING GENDER PAY GAP**
- **LOSS OF SKILLED** TEAM MEMBERS



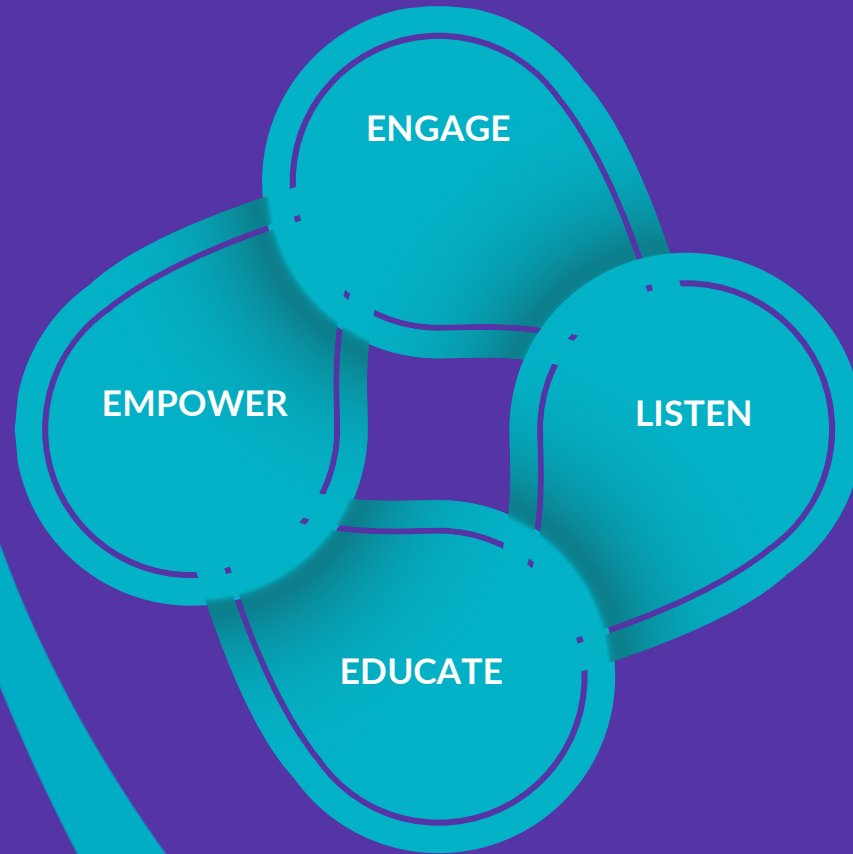
79% struggle with concentration at work

68% said they had experienced more stress at work

49% less patient with clients and colleagues

46% less able to carry out tasks

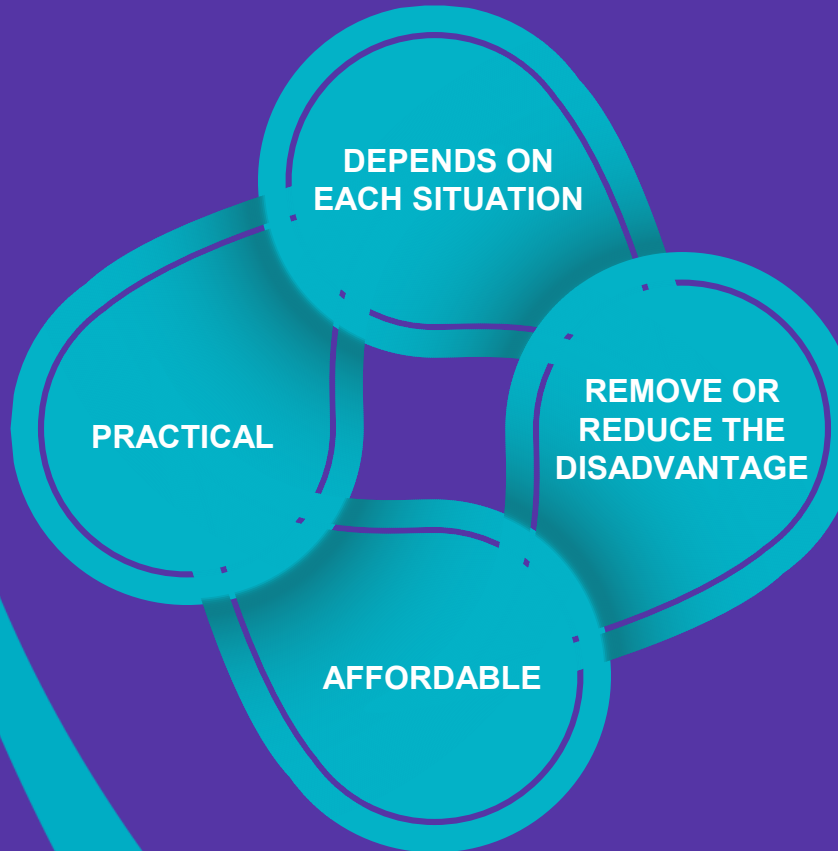
HOW TO HELP?



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WHAT IS REASONABLE?

Fairly supporting the employee get
around the disadvantage



- ☐ Changing working arrangements
- ☐ Removing something from the workplace
- ☐ Providing something in the workplace
- ☐ Providing extra or specialised equipment
- ☐ Allowing extra time to complete tasks

SUPPORTING COLLEAGUES

- ☐ Educate yourself around the menopause and its symptoms so that you can support them
- ☐ Encourage your colleague to discuss what adjustments have been agreed
- ☐ If they need additional support, ensure you are perceptive of their requirements
- ☐ Know where to signpost them if you feel they need further support
- ☐ Be understanding of their requirements
- ☐ Don't make derogatory comments about their symptoms
- ☐ Similarly, call out negative behaviours with other colleagues
- ☐ Understand they may find it difficult to open up about their symptoms if they are very personal to them



WORKPLACE ENVIRONMENT

EXAMPLES OF CONSIDERATIONS FOR MANAGING SYMPTOMS AT WORK



TEMPERATURE

- Offer solutions to stay cool/warm



TIME

- Increased breaks
- Additional time for assigned tasks



VENTILATION

- Access to window or well-ventilated area



DRESS CODE

- Flexible uniform or dress code options



STAYING FRESH

- Make available/ accessible toilet/wash facilities



REST AREA

- Options for a necessary rest area on-site



RESPONSIBILITIES

- Offer temporary change in duties



HYDRATION

- Provide access to cold water

Faye's Story



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The silence was deafening!

What began as a lifeline, a place to connect, support and be heard, has grown into a thriving community and a regional movement - empowering over 5,000 women through every stage of menopause.



Menopause Support 2020-2025: UAE vs Wider MENA Region

Aspect	UAE	Wider MENA Region
Awareness	Emerging conversations (media, MEMO, community talks)	Mostly silent; stigma remains strong
Body Identical HRT Access	Improving availability & choice	Scarce - very limited
Workplace Support	Early-stage dialogue. No formal policy yet	No recognition as workplace issue
Public Events	Improving, MEMO-led talks, panels. GCC Menopause Summit	Rare or non-existent



"Age of Despair" changed to "Age of Renewal/Hope"

"As women in the Middle East enter menopausal years and start experiencing incontinence, they're condemned to the phrase "Age of Despair". But this phrase does not truly describe how they feel about themselves in that age"

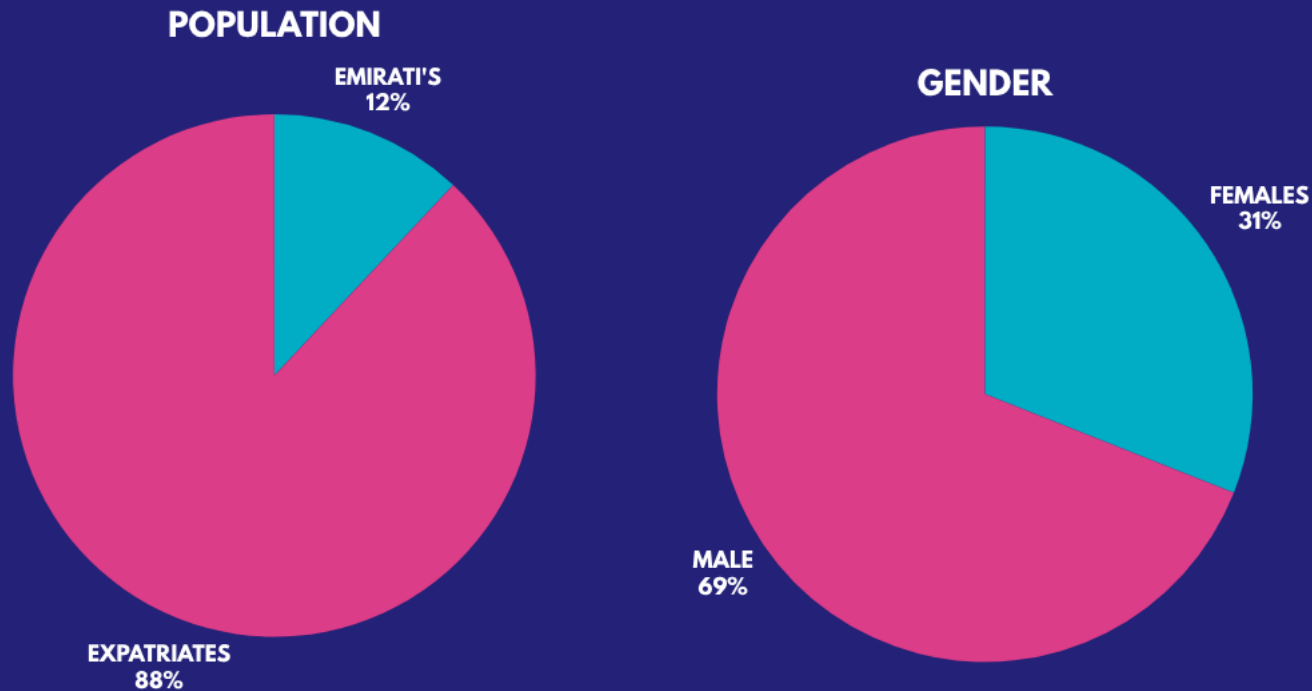


www.tena-me.com



United Arab Emirates. Formed 1971

Demographics: 200+ Nationalities



Sources: UAE FCSC, GLMM, World Bank

Industries:

Traditional:

- Oil & gas
- Trade, logistics
- Construction

Emerging:

- Renewable & nuclear energy
- Space exploration
- Tech, AI, fintech
- Cultural tourism



Gender Equality in the UAE: A Continued Commitment

UAE champions gender inclusion across all sectors, empowering Emirati and expatriate women to lead in innovation and national progress.

Progress is clear, especially in fields like nuclear energy - women are increasingly visible at every level.

Inclusion isn't just about hiring.

Women require support through every stage of their working lives, including menopause.

Creating informed, supportive workplaces ensures women can remain confident, capable and well represented across all industry sectors.



The shift is happening, led by informed women and compassionate healthcare providers working together for better care.





Menopausal in full colour: To be seen, to be heard; A New Chapter Begins!

Donna

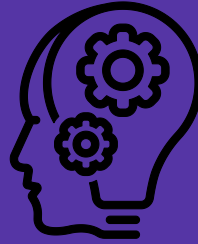




- Take time for you!
- Recognize your tendencies when under pressure
- What are you DOING that feels hard?
- What are your energy drains?
- Do you have healthy boundaries around your time, energy and focus?
- Are you PLUGGED IN all the time ?



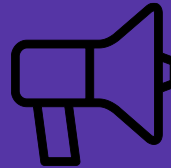
MAP FOR THE FUTURE



AWARENESS AND UNDERSTANDING



MAKE IT **VISIBLE**



BREAK THE **SILENCE**



SHARE YOUR **KNOWLEDGE**



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