

## Menopause in the Workplace: Maree Lipschitz BSc (Hons) Menopause is the 3rd Female Rite of Passage A huge opportunity for growth and change.



### Why?

- I have worked in female life transitions / rites of passage (ROP) programs for 20 years
- Midlife women are confused, anxious and struggling or leaving the workforce in droves (see Dove Menopause Insight study)
- They don't understand the symptoms, timeline and process of peri/menopause
- Think that there is something wrong with them and that they are the only ones not coping
- Doctors are usually first person that women turn to for help
- Doctors have the opportunity to inform women about the wider purpose of menopause – an identity shift, growing a greater sense of self, stepping into their wise elder authority



### What?

- Menopause is the 3<sup>rd</sup> Rite of Passage after Menarche and Motherhood.
- All Rites of Passage are meant to be challenging to discover new capabilities
- Women need to be educated about their menstrual cycle from start to finish
- Each transition involves a huge identity change for each girl/woman that is rarely spoken about
- Transition usually involves themes of
  - \*a sense of chaos and discontent
  - \*a profound sense of loss
  - \*a sense of needing to let go
  - \*making sense of the past
  - \*reorganising of self/identity
- These themes are rarely discussed in addition to the biological changes



### How?

- Doctors suggesting a wider perspective of Menopause e.g. it's a Rite of Passage like menarche & childbirth
- Suggest joining a community of midlife women - attend Menopause Cafes, gatherings, discussions & workshops on menopause
- Support organisational Menopause at Work policies and programs e.g. flexible work or check work toolkit at [www.menopausefriendly.au](http://www.menopausefriendly.au)
- Recommend personal learning about menopause e.g. [www.jeanhailes.org.au](http://www.jeanhailes.org.au) [www.mamamia.com.au/tag/very-peri/](http://www.mamamia.com.au/tag/very-peri/)
- Champion implementation of the Australian 2024 Senate Inquiry into Menopause - write to yr MP [https://www.aph.gov.au/Parliamentary\\_Business/Committees/Senate/Community\\_Affairs](https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Community_Affairs)
- Suggest possible psychotherapy help to help ease the transition
- Read my upcoming book 'From Menarche through Menopause – a woman's journey through life' – published 2025

### So what then?

- Doctors feel more able to support the 51% of the population going through this huge transition
- Women feel supported with different mental health options as well as medical alternatives
- Women feel like they are not alone in this 5 to 15 year transition and have trusted allies to confide in
- Women understand the huge changes occurring at midlife and menopause that can inspire them to greater health, peace and contentment with their life
- Women gain a new perspective on growing older and learn to step into their authority as a older, wiser woman
- Doctors feel more confident and informed in looking after the holistic needs of their patients
- To find out more, view this QR code with your phone camera or go to [www.MareeLipschitz.com](http://www.MareeLipschitz.com)
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