

### 3. Not enough women reaching senior level – MP3 3 – Audio Transcript

I'd like you to take a look at 'Client G Case Study' that you can see here. Take a moment and think about it... Have you reached any conclusions?

## Client G Case Study: FYI - Not enough women are reaching Senior Level

Age Group	M	F
•51-65	5	1 - Resigning through
•41-50	14	5 - Menopause?
•31-40	10	0 - Family?
<b>Total</b>	<b>29</b>	<b>6</b>

How can  
these  
stats be  
improved  
?

6

Let me walk you through this and see if we agree:

The chart is arranged in a gender and age split. Not shown here is the age group -30. In the under 30's the number of female employees (in this organisation) is higher than male employees and then it dramatically changes. What are your thoughts?

- Are women leaving to start families? That's what I think and then 41-50 age group, there have been some 'returners' - I don't know the stats as what we really need here is the numbers for 35 - 45 year olds, giving us the true picture of 'returners' because then we are left with a just under a third of women still in work. Has that been due to peri-menopause? In my view, it is.
- In the age range 51 - 65 only 1/5 of women remain in a senior position (in this organisation). Has that been through resignation at the 'tsunami' stage? Really, really couldn't cope? What do you think? I've added this conundrum to the Q&A session as I'm interested in seeing what you come up with yourself. The more feed-back I get on subjects like this, the better results we can all achieve further down the road.
- I've brought back Traffic Lights, to remind you of the different age groups and potential 'hazards'

I would like you to take a moment or two to think about this as it's not just about raising awareness of menopause in the workplace to help reduce the impact of symptoms, it's about keeping women in work and supporting their careers as they grow and develop. Let's remove the invisible barrier that seems to exist at age 45+, which is preventing women from reaching the top positions.

## MENOPAUSE TRAFFIC LIGHTS

**WOMEN:**

Red Group 1	Age 45 - 55
Red Group 2	Age 55 - 60
Amber Group 3	Age 36 - 44
Green Group 4	Age 61 - 65+
Green Group 5	Age 26 - 35
Green Group 6	Age 19 - 25

**MEN:**



Red Group 1 & 2	Age 45 - 55
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Vital to incorporate these two groups into your Supply Chain of Info / Advice / Support / Counselling / Training

Invite to join conversation – Knowledge is power and will help avoid problems later on

Grp 4: Health Checks for Degenerative Diseases – Diabetes, heart, bones, etc.  
Grps 5 & 6: General Health awareness to include hormonal health, PMS and depression

Vital to include in your Supply Chain of Info / Advice / Support / Counselling / Training - May have partners at home or colleagues at work suffering from symptoms.



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Ask around, in your own place of work, friends, colleagues - see what picture develops from your own research and please feed it back to us!