

- 43.3% of female employees in Belgium are aged 45 or older.
- 87.6% of working women in menopause experience related symptoms such as hot flashes, joint stiffness, fatigue, or poor sleep.
- For 55.3% of those currently experiencing symptoms, these symptoms also cause difficulties at work.
- The same women also report a higher burnout score (47.4%) and were more frequently absent (76.1%) in the previous 12 months.
- 23.4% of surveyed women with menopausal symptoms that hinder their work state that menopause is not a topic open for discussion in the workplace.

The figures in this study come from an online wellness survey conducted by Securex in 2021 and 2022.

Perimenopause in the workplace...

Perimenopause is not yet widely known, yet it is a natural part of the aging process in women. It is the transitional phase leading up to menopause and is a natural stage in a woman's life, typically occurring **between the ages of 40 and 50**.

However, its impact on **women's physical, emotional, and cognitive well-being** can significantly affect their performance and experiences in the workplace.

- **Hot flashes:** can cause distraction, reduced concentration, and feelings of embarrassment.
- **Night sweats:** may lead to fatigue and decreased productivity during the day.
- **Joint pain and stiffness:** can make it difficult to perform physical tasks or sit for extended periods.
- **Mood swings:** may affect workplace relationships and motivation.
- **Memory problems and difficulty concentrating:** can make it challenging to stay focused and work effectively.

Understanding and supporting this phase can contribute to a more comfortable and productive work environment!



Addressing perimenopause in the workplace is crucial for fostering an inclusive and supportive environment.

Awareness through info sessions: increasing understanding of perimenopause and its symptoms among female employees, managers, and/or colleagues.

Individual support: providing knowledge about hormonal changes and lifestyle adjustments to alleviate symptoms and enhance well-being.

Productivity and reduced absenteeism through recognition and support: helping your team stay energized and engaged at work.

Inclusivity and well-being: creating an inclusive workplace for everyone!

Together towards an inclusive and team-oriented workplace ...

- Are **inclusion and employee well-being** valuable to your organization?
- Would you like to learn how to **support female employees** during this phase of their lives?
- Do you want to benefit from increased energy and recognition among employees, enhancing both **productivity and employer branding**?

If so, feel free to contact me using the details below, and we'll explore the possibilities together at the executive, team, or individual level.

"After the info session on hormonal balance during perimenopause, many pieces of the puzzle fell into place. If only I had known this many years earlier... it would have saved me a lot of worry and stress!"

-Gracienne A.

"The individual coaching program is a fantastic journey, offering tools to work with independently. Led by a top coach who tailors the approach based on analyses and excellent listening skills. It's so great that this is finally getting more attention!"

-Ingrid H.

Who am I?

My name is Inge Derhaeg, a certified women's hormone health expert. After a successful and extensive career in the pharmaceutical industry, I earned my internationally recognized certification as a **Lifestyle & Nutrition Coach**, followed by certification as a **Women's Hormone Health Practitioner**.

Since then, I have supported many women with hormonal issues in their quest for greater vitality and renewed energy.



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