

Ageing Well Public Talk Series 2023_24

Talk 2. MENOPAUSE and changing attitudes to what people want from this stage of life.

PART 1

Slide 1: Hormonal changes at midlife

As people & also professionals of any gender, it is important that this process affecting over half the population of the planet is understood. The Menopause directly affects all those born with a womb/ovaries.

Slide 2: Dr Catherine Pestano

I am a Visiting Fellow and Associate Lecturer at Faculty of Wellbeing, Education & Language Studies, The Open University.

I am a social worker, community musician and menopause warrior/activist.

Today I have a creative book launch - *Menopause The Anthology*, today, online, available through Eventbrite & Arachne Press.

I am working on an edited collection of diverse narratives for a book gathering together a more diverse informed menopause and would like to invite you all to consider contributing.

Slide 3: What we will cover:

- This talk will look at the menopause transition in some detail.
- It will also consider the andropause.
- Resources are provided at the end to support everyone in asking for help needed at this time of life.

Slide 4: Hormonal changes at midlife.

- Menopause affects women plus non-binary people, indeed everyone born with womb/ovaries, for example transmen. Changes affect many at the midlife menopause transition both directly and indirectly.
- People can experience a significant, substantial series of changes from 30s (more typically 40s) onwards, which give rise to a large range of menopause symptoms, affecting every aspect of living. Changes to the sex hormones in the body can also be brought on early and suddenly, through surgery, treatment or a condition.
- The impact is widespread and up to $\frac{3}{4}$ of people have challenges that are difficult, with a smaller percentage finding the changes negligible or manageable.
- We will all know, care about, and work, or connect with people affected by sex-hormone changes associated with the menopause.

Slide 5: So, what is the menopause transition?

- Medical definition is the day a year after periods have stopped. Actual menopause is a moment. Though it can be hard to work out when it was.
- Several years (2-7 years) leading up to the menopause are called the Perimenopause stage. Considerable symptoms arise while someone is still bleeding and can be hard to manage.
- Post-menopause is after that moment in time. Bleeding has stopped. How long might symptoms last? Many will experience up to 15 years and some experience symptoms till the end of their lives.
- So, the peri and post phases of the transition take the time.

Slide 6: Main symptoms might include:

- Physical – exhaustion, genito-urinary & atrophy, joint pain, excessive bleeding, palpitations, bone loss, dry eye, tinnitus, burning tongue, restless legs. Hot flushes, night sweats.
- Emotional – anxiety, depression, flat-lining, anger, mood flux, tears, rage, irrational fear, fluctuating mood.
- Cognitive/Psychological – brain fog, sleeplessness, sensory overload, hard to concentrate, neurodiverse experiences, overwhelm.
- Relational – family, work, sexual responsiveness/libido loss

Dr Louise Newson has a free app called Balance & free symptom tracker sheets to use. These can help your healthcare professional understand your unique needs at any stage of the transition. The British Menopause Society lists searchable local experts in your area.

Slide 7: What can be helpful at this time?

- Many will need hormonal replacement help, in the same way that someone with diabetes might.
- Some will be able to manage through lifestyle shifts including diet, relaxation and activity.
- All these elements may support wellbeing and health for everyone through this long transition.

Slide 8 :

As noted, Menopause onset is varied in age, style and severity.

Over 45 – NICE guidance states diagnosis is to be by symptoms only. It is treatable – Body-identical systemic and localised hormone replacement therapy (HRT) is recommended as a first response.

Full spectrum T4 thyroid function testing, and testosterone gel may help (for an everyday sense of wellbeing).

Along with medical interventions, lifestyle changes also help, especially around the **'Five Pillars for Ageing Well'** to reduce stress and renegotiate social roles. Many women need expert external help

and find it hard to get. They may also be dealing with caring stresses also. Many partners also suffer isolation and stress.

Slide 9 : Five Pillars Facilitating Ageing Well

- Nutrition
- Hydration
- Physical stimulation
- Social stimulation
- Cognitive stimulation

Slide 10: Five Pillars points to ponder.

- Practices that help de-escalate the 'fight or flight' stress brought on by hormonal shifts are valuable at this time.
- Stress reduction approaches, including re-negotiating established social roles and expectations, are helpful at this time. Re-evaluating priorities - placing self more centrally.
- Women's greatest risk for suicidality is during the menopause transition.
- Adjusting or building joyful movement into daily life is both protective of bones and muscle and also good for mental wellbeing. If some of this is also in nature, this can also be additionally calming and restorative.
- Menopause cookbooks are available including the Linda Kearns cake recipe.
- An Autumnal time to harvest one's life, take inward-facing time for renewal, as with the earth. Remembering your spirit and the pre-pubescent self can be nourishing, during this time of reflection and sense-making.

Slide 11: The Law

The Equalities Act 2010 now has case law that means that workplaces and services need to make sure that they are treating people fairly and making adjustments. UK case law is established in three areas below.

4 protected characteristics may be relevant:

- Sex
- Age
- Disability
- Gender reassignment

Details in the resources

Slide 12: Andropause – the 'male menopause'.

- Though not in any way paralleling women's intensity of experience, or widespread prevalence, some men can have hormone changes at this time of life, with negative or positive impacts.
- A key difference is that testosterone decline is gradual not sudden. Negative symptoms such as depression, lethargy, loss of sex drive can arise. However, these are often less related to hormone changes, and more likely to link to society's attitudes to men, work, status and ageing.
- Help can be offered for existential or lifestyle-related negative symptoms, through therapy, CBT, diet, exercise. In a small percentage of cases, a particular hormone loss condition can be treated with medical intervention/with replacement hormones if severely affecting wellbeing.

Slide 13

Thank you for listening and your questions are welcome.

Workplace resources, guidance and policy also available free from catherine.pestano@open.ac.uk

Resources: at the end of the session's slides.

Slide 14: Resources

International menopause awareness day 18th Oct, use the following resources to raise awareness:
<https://www.imsociety.org/education/world-menopause-day/>

NICE guidance on the menopause <https://www.nice.org.uk/guidance/NG23>

Pausitivity free poster campaign and resources <https://www.pausitivity.co.uk/>

Dr Louise Newson Free CPD for GP surgeries <https://www.menopausedoctor.co.uk/>

Activism and magazine <https://www.menopausematters.co.uk/>

Case law on Henpicked menopause hub <https://henpicked.net/menopause-hub/>

British Menopause Society <https://thebms.org.uk/>

Andropause <https://www.nhs.uk/conditions/male-menopause/>

Open Learn: [Candles and campfires: creativity and the menopause transition - OpenLearn - Open University](#)

Lyndsey Simpson, - Founder and CEO, 55/Redefined Group.

Slide 15: How to unlock the value from an ageing population

Slide 16: What's Coming Up?

- The backdrop & data you need to know.
- What's the problem?
- Why care?
- What are other Global corporates doing in this space?

Slide 17:

An Ageing Population is a **Global Megatrend** impacting us as individuals, our customers, colleagues and every company.

Slide 18:

On average a child born today will live to 103

Slide 19:

This century, 30 healthy years were added to life expectancy.

Slide 20:

Ageing population plus record low birth rates equals social change needed.

Slide 21:

By 2050, our working population will shrink by 25%.

Slide 22:

While the over 60 population will grow by over 40%

Slide 23:

We must add 10 economically productive.

Slide 24:

What are the 3 Big Problems?

Slide 25: The 3 Stage Life is Over. It's Time to Retire Retirement!

- Boredom
- Invisibility
- Change in financial needs from work.
- Depression
- Desire to learn something new/change career.
- New confidence to start a business.

Slide 26: There is a MASSIVE Marketing Disconnect!

- Only 5% of ad spend targets over 50s.
- 74% of over 50s said they felt patronised by advertising.
- 75% of wealth held by over 50s.

Slide 27: Images of older people asking questions

- Do I look like I need a bus pass?
- Do I look I want to retire?
- Do I look like I want to slow down?
- Do I look like I was born yesterday?

Slide 28:

Our work places are Ageist.

Slide 29: Serious Bias in the HR & Recruitment Function

- Recruiters aged 25-30 are 39% less likely to present an over 50s candidate vs recruiters aged 46-50.
- HR leaders aged 25-30 are 19% less likely to re-train/skill over 50s than 46–50-year-old HR leaders.

Slide 30:

- 56% of employees want to continue beyond the age of 65.
- 65% of employers encourage retirement at legal retirement age or before.
- 65% of employees believe job market is closed to them applying for roles over 55.

Slide 31:

- 90% of employees aged 55 -65 believe they have transferable skills to move to a role/industry if the employer was prepared to offer technical training.
- 65% of employers will only hire people experienced and delivering in the specific role and will not train on technical role or industry skills for 55+ age group.
- 89% of over 55s would be prepared to take a drop in salary to retrain in a new role/industry.

Slide 32:

- 70% think it would be difficult for someone to re-enter the workplace or start a new career over 50.
- 82% have not been contacted by a recruiter in the last month.
- Only 16% are active on LinkedIn! (22% London / 10% Wales)

Slide 33: Gendered ageism is on the rise

The shocking stats don't stop there. Our research also found that while almost one third (30 per cent) of those retired felt forced to do so, women are 10 per cent more likely to be forced to retire than men - demonstrating gendered ageism is still prevalent. Similarly, it is 25% more important to women than men want flexible working which suggests that women still bare the main responsibilities as care giver to elderly parents or grandchildren.

- 30%+ of those that have retired, felt forced to do so
- One in five feel they have been overlooked for promotion due to age.
- 48% are worried about money due to the cost of living and 19% are struggling to afford essentials.

Slide 34:

- 32% work for sense of fulfilment and purpose
- 21% would select an employer based on their clear and transparent diversity policy including age.
- 48% want either a flexible/part time job or a job that fits around their lifestyle or out-of-work responsibilities. 8% more women wanted these options than men - suggesting they still have the lion's share of caring responsibilities.

Slide 35:

Why care

Slide 36:

If your business doesn't have an Age Strategy , it doesn't have a Growth Strategy

Slide 37: More vacancies than unemployed people global talent shortage

Research by The Princes Responsible Business Trust shows that workers aged over 50 are five times less likely to change jobs than younger counterparts. They are also 200% less likely to take a day off sick than those under 30.

9 in 10 workers 50+ are somewhat or very satisfied with their jobs, only 3 in 10 workers younger than age 25 say the same.

Lived experience and fine-tuned people skills generally foster team & customer empathy, service and satisfaction thereby helping drive sales and customer retention.

Employing older workers saves companies time and money.

Slide 38: External Benchmarking

Slide 39: We are Age- Enabling Some of the World's Largest Brands

- Diageo
- Walgreens Boots Alliance
- Anglo American
- Barclays
- Hastings Direct
- Hargreaves Lansdown
- Dentsu
- Capita
- Hilton
- ITV
- Rank Group
- Veolia
- Motorpoint
- Network Rail
- Page Outsourcing
- Capgemini
- AXA

- Bank of Ireland
- NatWest
- Reed
- Birmingham 2022
- Ipsos

Slide 40: The Business Case is not Ageism.

Enable you to unlock the value from an Ageing Population

- ↓ Reduce Attrition
- ↑ Improve Customer outcomes.
- ↑ Sustainable Skills Pipeline
- ↑ Increased Employee engagement
- ↓ Lower Absenteeism
- ↓ De-risk Legal Exposure

Slide 41: R/AGE – Enabling Businesses to Redefine Age

INSIGHT & IMPACT

Redefine

- Insight
- Age Data Diagnostic
- Benchmarking
- Accreditation

Attract

- Age Diverse Job Board JOBS/REDEFINED
- Attraction Campaigns for Passive 50+ Talent LIFE/REDEFINED
- Re-Skill & Unretirement

SOLUTIONS

Grow

E-Learning Programmes

- Leading Multigenerational Teams
- Attracting & Engaging Over-50s
- Age Conscious Inclusion

Engage

- EVP Reviews
- Employee/Consumer Lifestyle Platform
- Life/Redefined

Slide 42: Top 5 Takeaways

- Check your own unconscious bias re age – “senior moment” energy/health/year’s till retirement...they must be senior or expensive.
- “In God we trust...everyone else must bring data!”
- Discuss the research and data with your colleagues to identify any areas of unintended of bias/discrimination.
- Share stories – they bring all generations together.
- Re-think how you pivot your company strategy towards over-50s – images used / wording in job descriptions / customer ads / proactive action.

Slide 43:

An Ageing Population is a **Global Megatrend** impacting us as individuals, our customers, colleagues and every company.

Slide 44: Do Something Great.

Thank you and Questions.

email: Lyndsey.Simpson@55redefined.com

website: [Travel, Lifestyle & Careers for over 50s | Life/Redefined \(life-redefined.co\)](https://www.life-redefined.co)

website: [Home | Work/Redefined \(work-redefined.co\)](https://www.work-redefined.co)

Summary of related resources to The Ageing Well Public Talk Series Negative emotions

Podcasts

Vseteckova J & King J (2020) COVID-19 Interview podcast for The Retirement Café: [‘Ageing Well Under Lockdown’](#)

Vseteckova J & Broad E (2020) Podcast – Open University & The Parks Trust [Keep Me Walking - researching with people living with dementia and their carers](#) –

Vseteckova J (2020) Podcast - [Areas of research with The Open University](#)

Broad E, Methley A & Vseteckova J (2021) Podcast OU & The Parks Trust & Northamptonshire Healthcare NHS Foundation Trust - [Spotter sheet and mindful walking](#).

Vseteckova J, Methley A, Broad E (2021) Podcast OU & The Parks Trust & Northamptonshire Healthcare NHS Foundation Trust [Preventing brain decline while ageing](#)

Methley A, Broad E, Vseteckova J (2021) Podcast OU & The Parks Trust & Northamptonshire Healthcare NHS Foundation Trust [Walking therapy](#)

Vseteckova J, Methley A, Broad (2021) Podcast OU & The Parks Trust & Northamptonshire Healthcare NHS Foundation Trust [Understanding our memory](#)

Araya Y , Broad E, Vseteckova J (2022) [Engaging with our environment](#)

Joannidi H, Araya Y, Broad E & Vseteckova J (2022) [Sense of self during aging: how mindfulness and nature can help](#)

The above podcasts can be also seen on [The Parks Trust YouTube Channel](#)

Vseteckova J (2020)[Ageing Well Public Talks Series](#)

Vseteckova J (2019)[5 reasons why exercising outdoors is great for people who have dementia](#)

Vseteckova J (2019) [Depression, mood and exercise](#)

Vseteckova J (2019) [Five Pillars for Ageing Well](#)

Vseteckova J (2020) [Ageing Brain](#)

Vseteckova J (2022) [Pharmacotherapy while ageing](#)

Joannidi H, Araya Y, Broad E & Vseteckova J (2022) [Sense of Self during ageing – how mindfulness and nature can help](#)

Mehta S (2022) [Medicines and personalisation while ageing](#)

Gale B (2022) [How can we prepare for death while ageing?](#)

Gale B (2022) [Valuing death at home: making preparations](#)

Methley A & Vseteckova J & Jones K (2020) [Green & Blue & Outdoor spaces](#)

Vseteckova J, Borgstrom E, Whitehouse A, Kent A, Hart A (2021) [Advance Care Planning \(ACP \)](#)

Vseteckova J (2020) [Walking the Parks with The OU and The Parks Trust](#)

Vseteckova J, Methley A, Broad E (2021) [Understanding our memory](#)

Araya Y , Broad E, Vseteckova J (2022) [Engaging with our environment](#)

Vseteckova J (2022) [Pharmacotherapy while ageing](#)

Joannidi H, Araya Y, Broad E & Vseteckova J (2022) [Sense of Self during ageing – how mindfulness and nature can help](#)

Mehta S (2022) [Medicines and personalisation while ageing](#)

Gale B (2022) [How can we prepare for death while ageing?](#)

Gale B (2022) [Valuing death at home: making preparations](#)

Hedges V & Vseteckova J (2023)
[What should I expect when I am nearing the end of my life?](#)

Joannidi H, Araya Y, Broad E & Vseteckova J (2022)

[Sense of self during aging: how mindfulness and nature can help](#)

Mehta S, Vseteckova J (2023) [Ageing, health inequalities and person centred care](#)

Mehta S, Vseteckova J (2023) [Ageing, health inequalities and integrated approach to care](#)

Araya Y, Broad E, Vseteckova J (2023) [Ageing well by connecting and learning about nature outdoors](#)

[Care and caring related.](#)

Vseteckova J, (2020) [How to age well, while self-isolating](#)

Vseteckova J, (2020) [SHORT FILM - Ageing Well in Self-Isolation](#)

Vseteckova J, (2020) [ANIMATION - Keeping healthy in Self-Isolation](#)

Vseteckova J et al (2020)

[COVID-19 The effects of self-isolation and lack of physical activity on carers](#)

Taverner P, Larkin M, Vseteckova J, et al. (2020) [Supporting adult carers during COVID-19 pandemic](#)

Robb M, Penson M, Vseteckova J, et al. (2020) [Young carers, COVID-19 and physical activity](#)

Penson M, Vseteckova J et al. (2020) [Older Carers, COVID-19 and Physical Activity](#)

Vseteckova J & Methley A (2020) [Acceptance Commitment Therapy \(ACT\) to help carers in challenging COVID-19 times](#)

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['Ageing Well Public Talks' Series 2022/2023](#) repository on ORDO Collections

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['Ageing Well Public Talks' Series 2019/2020](#) repository on ORDO Collections

[Midlife MOT OpenLearn Course](#)

OpenLearnCreate Course on ['Ageing Well' 2019/2020](#)

[Home exercise no equipment – no problem](#) *Blog*