

According to the 1st Edition of the study "The impact of menopause on work in Spain 2025" by EADA Business School

Menopause symptoms affect 93.5% of female workers, but only 5% of companies offer support measures.

- 80% of women report fatigue, 75% sleep problems, and 74% muscle discomfort.
- Despite menopausal symptoms, 71% of women remain committed to their jobs.
- During menopause, women in leadership positions show greater psychological security, greater work engagement, and less intention to leave their jobs, compared to those who do not hold these positions.
- Flexible hours, informational workshops, and teleworking are some of the most valued potential measures that companies can offer among the women surveyed.

Barcelona, May 27, 2025. Menopause remains an invisible topic in the workplace, despite its significant impact on women's health, well-being, and professional performance. This is evidenced by the first edition of the study "[The Impact of Menopause on Work in Spain 2025](#)," promoted by EADA Business School and led by Aline Masuda, PhD, researcher and professor at EADA. The report is based on surveys of 575 working women in Spain between the ages of 45 and 58.

The results show that 93.5% of participants present at least one symptom of menopause, and 60.4% report seven or more. The most common symptoms include fatigue (80%), sleep problems (75%), and muscle discomfort (74%). Despite this physical and emotional impact, 71% of women remain highly engaged at work, and 82% have never taken time off work due to these symptoms. However, women's resilience comes at a cost, with more than 50% considering leaving their jobs, especially among those with a more intense symptom burden.

Despite these data, only 5% of companies offer any type of specific employee benefit for women experiencing menopause. Furthermore, although more than half of the women surveyed feel comfortable discussing menopause, 53% have never discussed the topic in their workplace, reflecting a significant cultural barrier and reinforcing a sense of loneliness and isolation, especially when experiencing intense symptoms without recognition or support from their colleagues.

"Menopause continues to be an invisible stage in the workplace. Although most women go through this phase with commitment and motivation, the lack of institutional support represents a real risk to the retention of female talent. It's time for organizations to recognize this reality and promote more empathetic, flexible, and informed environments," says Aline Masuda, researcher and professor at EADA Business School.

Among the measures most valued by female employees to cope with this stage are flexible hours, informational workshops, and teleworking. However, although the latter option is one of the most requested to cope with the symptoms of menopause, its implementation is not always beneficial. *"In many cases, teleworking lengthens the workday and leads to higher levels of fatigue, so it is essential to promote these measures along with policies that guarantee digital disconnection and a balance between personal and professional life,"* argues Aline Masuda.

Likewise, the relationship between female leadership and organizational resilience is one of the study's key findings. It shows that women in positions of responsibility have greater psychological security (12% higher) and greater work engagement (15% higher) than those who do not hold such positions, demonstrating that empowering women and making their needs visible not only benefits them individually but also strengthens organizations internally.

About EADA Business School

[EADA Business School Barcelona](#) was founded in 1957 by a group of entrepreneurs and professionals as an ideologically and economically independent institution. It is recognized by major international rankings such as the Financial Times and The Economist and holds the EQUIS and AMBA global accreditations, recognizing the quality of its MBA programs. The *Leading What Matters* manifesto defines EADA Business School's purpose, stating that if we want to move the world, perhaps we should only prepare those who move it.

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