

COMMUNIQUÉ

To Group Insurance plan administrators
Health and wellness

Menopause | Solutions within your reach

Long considered a personal matter, menopause is now recognized as an organizational matter that can have a real impact on team retention, performance and stability. This natural transition affects millions of working women in Canada, often at a pivotal moment in their career path, when they are taking on leading roles within organizations.

This is the context in which Erika Hatherly, our Strategic Leader, Drug Programs, presents her insights in the article [Menopause in the Modern Workforce and the Need for Better Benefits Alignment](#), published in *Human Resources Director* (HRD). In it, she reminds us that menopause is not an illness, but a natural transition that all women will one day go through at work.

Highlights of the analysis

In the article, Erika discusses:

- Some of the effects menopause can have on work, particularly when symptoms (sleep disorders, fatigue, anxiety or concentration difficulties) are not adequately supported.
- The effects of silence and stigmatization, which can influence career decisions and lead to a loss of experienced talent.
- The importance of normalizing the conversation to facilitate discussions among employees, managers and human resources teams.
- Easily accessible tools available to organizations, such as simple adjustments to management practices and better aligned group insurance plans, offering flexible coverage and access to resources adapted to different life stages.

[Read the article](#) to find out more about the role that organizations and group plans can play in supporting women's health and wellbeing during menopause.

If you have any questions, please contact your advisor or your iA Financial Group Account Executive.

You, as the plan administrator, have an important role to play in informing your plan members about their group insurance plan. We also look to your support to give them all explanatory and administrative documents upon enrolment or upon request. We will help you show them where they can consult this documentation if it is not available in hard copy. If you have any questions, please feel free to consult your administrator's guide or to contact your local Account Executive or Client Relationship Manager.

This communiqué and past publications are also available on this [website](#).

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