

Survey shows a 'significant' gap in menstrual health support within the workplace

2 years ago



A recent survey conducted by [Lifesum](#), the leading global healthy eating app, highlights a significant gap in menstrual health support within the workplace, with over half of respondents indicating they would consider quitting their current job for one that better supports their menstrual cycle needs.

According to the survey of 2,100 women, 51.9% would be willing to quit their current job for one that offers specific practices and policies to assist in managing menstrual cycles.

Nutrition and Hormonal Health

Despite widespread awareness of the benefits of a balanced diet and good nutrition in alleviating menstrual symptoms—82% of respondents were aware—current workplace support remains insufficient.

“Understanding how nutrition impacts our hormonal health is crucial for women and organizations. Our hormones affect nearly every aspect of our well-being—mood, hunger, energy, and fertility. Prioritizing nutrition in this context is vital, and it is essential for employers to recognize and address how nutrition impacts menstrual health to create a more inclusive and supportive work environment,” said Wesleigh Roeca, Workplace Well-being Director at Lifesum.

Lifesum’s Hormonal Health Program is one its most popular features, particularly among Gen Z and millennial women. It helps individuals by offering personalized advice on nutrition, exercise, and lifestyle changes, empowering them to balance their hormones and improve mood, energy, and overall well-being—and is currently being used by employees of leading organizations, including Amazon, GE, and

PayPal.

Hormonal Health Impacts Workplace Well-being

The survey revealed that menstrual cycles impact various aspects of work. Overall energy and focus were most affected, with 85.9% of respondents noting a decline. Mental well-being, stress levels, and productivity were also significantly impacted, with 56.9%, 52.7%, and 48.7% of respondents respectively reporting these issues.

“This new data highlights why workplaces must address the unique health needs of their female employees. To create a more inclusive and supportive work environment, we encourage organizations to adopt a ‘Hold Her Health’ policy that offers flexible work hours, additional healthcare coverage, paid leave for conditions like menopause and endometriosis, and support for pregnancy and fertility challenges. It also includes options for job-sharing or reduced hours without penalties and educational resources,” added Roeca.

Lack of Workplace Support

In the survey, a staggering 70.4% of those surveyed reported that their workplaces do not offer any support for menstrual or hormonal health, such as flexible work hours, educational resources, or free menstrual products.

Furthermore, 83.9% of respondents admitted to continuing work despite feeling unwell from menstrual symptoms, highlighting a need for more supportive workplace environments.

In terms of desired support measures, 72% of respondents expressed interest in flexible work arrangements, 60.3% would like designated leave days for menstrual and hormonal health, 56.2% are calling for free sanitary products, while 29.8% are calling for access to wellness apps.

“At Lifesum, we believe that proper nutrition and holistic health practices are essential for managing hormonal and menstrual health. Employers have a critical role to play in creating environments where women can thrive both physically and mentally. The fact that 70% of workplaces are not addressing these needs is a missed opportunity, not only for improving employee well-being but also for boosting productivity and job satisfaction. It’s time for companies to listen and take action on what is clearly a growing demand for change,” added Roeca.

Through its partnership with LYKON, Lifesum will introduce a specialized women’s health blood test in early 2025, providing female users with a comprehensive biomarker analysis including the most relevant hormonal values to identify potential deficiencies and imbalances. The test will also offer personalized nutritional guidance and tailored meal plans based on individual blood results, aimed at optimizing overall well-being. Initially launching in Europe, this service is expected to expand to the U.S. at a later date.

Signe Svanfeldt, Lead Nutritionist at Lifesum, shares simple tips for improving hormonal health.

1. Fuel your body with nutrient dense, balanced meals

Maintaining hormonal health starts with nourishing your body through balanced, nutrient-dense meals. A diet rich in vitamins, minerals, and antioxidants supports the endocrine system’s function, helping to

regulate and balance hormone levels. By prioritizing whole foods like fruits, vegetables, whole grains, lean proteins, and healthy fats while minimizing ultra-processed, nutrient-poor foods, you provide your body with the essential nutrients needed to keep hormones in check.

2. Eat enough high quality protein

Adequate intake of high-quality protein is vital for hormonal health. Proteins supply the building blocks needed for hormone production and repair. Incorporating a variety of protein sources—such as lean meats, fish, eggs, legumes, and poultry—ensures your body receives the essential amino acids required to efficiently produce hormones and maintain muscle mass, which in turn supports metabolic and hormonal balance.

3. Focus on eating enough fiber

Fiber is essential for hormonal health, as it supports digestion and helps regulate blood sugar levels. A high-fiber diet promotes steady insulin levels, which is key for maintaining hormone balance, particularly for those at risk of insulin resistance or conditions like PCOS. Including fiber-rich foods such as vegetables, berries, whole grains, and legumes can help prevent hormonal imbalances and enhance overall well-being. Aim for at least 30 grams of fiber daily, and consider using a tracking tool like Lifesum to meet your daily goal.

4. Eat a sufficient amount of energy

Consuming enough calories to meet your body's energy needs is crucial for hormonal health. Severe calorie restriction or undereating can disrupt hormone production, leading to imbalances that impact everything from menstrual cycles to metabolism. It's essential to fuel your body with sufficient energy through a balanced diet that aligns with your activity level and overall well-being.

5. Focus on healthy fats: they are vital for hormone production

Healthy fats are vital for hormone production, especially steroid hormones like estrogen, progesterone, and testosterone. Incorporating healthy fats from foods like avocados, nuts, seeds, olive oil, and fatty fish supports hormone synthesis and balance. Additionally, omega-3 fatty acids, found in salmon, walnuts, and chia seeds, help reduce inflammation and promote overall hormonal health.