

PRESS RELEASE

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NUS Medicine and HeyVenus study: Menopause is a Critical Workplace Challenge for APAC Business Leaders

Research uncovers how menopause impacts women's health and work performance across Asia Pacific and the urgent need for increased support.

Singapore, 23 April 2025 — While much of the global research on menopause has focused on Western populations, the unique cultural, genetic, and lifestyle factors affecting Asian women during menopause have been largely overlooked. Key findings from a new white paper that surveyed 1,741 working women across five major Asia Pacific (APAC) countries—Singapore, Vietnam, Australia, Japan, and Indonesia titled 'Menopause and the Bottom Line: A Critical Leadership Challenge for APAC Leaders', published by NUS Bia-Echo Asia Centre for Reproductive Longevity and Equality (ACRLE) at the NUS Yong Loo Lin School of Medicine (NUS Medicine), and HeyVenus Integrated Healthscience (HeyVenus) were presented today at a not-for-profit event attended by business leaders.

The study was driven by the goal to address a critical data gap regarding how menopause affects the wellbeing of women living in the Asia Pacific region (APAC) as well as the lack of data on how Asian women experience menopause. The research provides the first real-world data on how menopausal symptoms disrupts the professional and personal lives of female employees in the region.

Compared to Caucasian women, Indigenous, Pacific Islander, and South Asian groups, East Asian and Southeast Asian women report the highest symptom burden which includes menopausal symptoms such as tiredness, hot flashes, vaginal dryness, night sweats, aches and pains in joints and muscles. Nearly half of the women surveyed cited significant disruptions to their work performance and daily activities including fatigue, forgetfulness, and difficulty maintaining prolonged focus affecting productivity. While this finding warrants further research, it supports other research findings^{1,2} that Asian women may be more symptomatic during perimenopause and menopause but fail to get the support they need.

Despite most women surveyed experiencing at least two menopause symptoms that significantly affected their professional and overall quality of life, close to 50% of women, many at the peak of their careers, have not sought professional healthcare advice for their symptoms. Instead, they rely on the internet or family members for information. Many women also reported feeling completely uninformed about menopause, which underscore the urgent need for better education and healthcare support, [given that the first organs to age in women are](#)

¹ <https://pmc.ncbi.nlm.nih.gov/articles/PMC2878203/>

² <https://pmc.ncbi.nlm.nih.gov/articles/PMC2838208/>

[her ovaries, and menopause is a driver of age-related diseases](#) according to prior research conducted by ACRLE.

Halting ovarian ageing as well as diagnosing, treating and delaying the onset of menopause is part of the ACRLE's efforts to help women preserve their reproductive systems for general health. "Being able to determine why and how fast a woman's ovaries age will enable us to not only extend their reproductive window but their overall healthspan." said Adjunct Assistant Professor Huang Zhongwei, Deputy Director of ACRLE and Consultant at the National University Hospital's Department of Obstetrics & Gynaecology.

One of the ongoing research projects at ACRLE is exploring natural therapeutic strategies that could promote healthier ageing in women. This includes examining the effects of naturally derived compounds and medicinal herbs on ovarian ageing, with a focus on their role in modulating key ageing pathways, delaying senescence, and supporting reproductive longevity. With 37% of women surveyed in the whitepaper preferring natural remedies or alternative treatments over conventional medical options, and Singapore showing a similar trend, there is clearly a need for more research in this area. Assistant Professor Huang emphasised, "By providing women with more ways to mitigate the impact of menopause, it will empower them to thrive at work and in their personal lives."

The research findings also suggest that the menopause experience is not adequately addressed by employers, leaving many women without the necessary support systems during this critical phase of life. 61% of women surveyed felt that social stigma prevents them from openly discussing menopause symptoms and seeking support in the workplace. Close to 90% of female employees and most people managers in APAC said that a menopause-friendly policy would benefit the organisation, yet only close to a third of companies in APAC have one in place.

"Menopause is not just a women's health issue—it's a leadership and organisational challenge," said Ms Christina Ang, CEO of HeyVenus. "Our paper clearly shows that organisations failing to support menopausal employees are losing valuable talent, increasing absenteeism, and hindering productivity. By addressing menopause in the workplace, businesses can enhance employee retention, strengthen leadership, and improve overall organisational resilience."

ACRLE and HeyVenus are working on a follow-up white paper and academic manuscript that will address menopause from the perspective of people managers and employers, with a focus on country-specific policies including healthcare access, insurance policies, and workplace benefits.

For media enquiries, please contact:

Xuan LEE
Manager, Communications
Yong Loo Lin School of Medicine
National University of Singapore
DID: +65 8288 1237
Email: lxuan@nus.edu.sg

About National University of Singapore (NUS)

The National University of Singapore (NUS) is Singapore's flagship university, which offers a global approach to education, research and entrepreneurship, with a focus on Asian

perspectives and expertise. We have 16 colleges, faculties and schools across three campuses in Singapore, with more than 40,000 students from 100 countries enriching our vibrant and diverse campus community. We have also established our NUS Overseas Colleges programme in more than 15 cities around the world.

Our multidisciplinary and real-world approach to education, research and entrepreneurship enables us to work closely with industry, governments and academia to address crucial and complex issues relevant to Asia and the world. Researchers in our faculties, 30 university-level research institutes, research centres of excellence and corporate labs focus on themes that include energy; environmental and urban sustainability; treatment and prevention of diseases; active ageing; advanced materials; risk management and resilience of financial systems; Asian studies; and Smart Nation capabilities such as artificial intelligence, data science, operations research and cybersecurity.

For more information on NUS, please visit www.nus.edu.sg.

About the NUS Yong Loo Lin School of Medicine (NUS Medicine)

The NUS Yong Loo Lin School of Medicine is Singapore's first and largest medical school. Our enduring mission centres on nurturing highly competent, values-driven and inspired healthcare professionals to transform the practice of medicine and improve health around the world.

Through a dynamic and future-oriented five-year curriculum that is inter-disciplinary and inter-professional in nature, our students undergo a holistic learning experience that exposes them to multiple facets of healthcare and prepares them to become visionary leaders and compassionate doctors and nurses of tomorrow. Since the School's founding in 1905, more than 12,000 graduates have passed through our doors.

In our pursuit of health for all, our strategic research programmes focus on innovative, cutting-edge biomedical research with collaborators around the world to deliver high impact solutions to benefit human lives.

The School is the oldest institution of higher learning in the National University of Singapore and a founding institutional member of the National University Health System. It is one of the leading medical schools in Asia and ranks among the best in the world (Times Higher Education World University Rankings 2025 by subject and the Quacquarelli Symonds (QS) World University Rankings by subject 2025).

For more information about NUS Medicine, please visit <https://medicine.nus.edu.sg/>

About HeyVenus Integrated Healthscience

HeyVenus Integrated Healthscience is a Singapore-based women's health technology company advancing a new frontier in hormonal health across the menstrual, perimenopause, and menopause continuum. By combining clinical research, digital health innovation, and real-world data, we are delivering scalable, personalized, and evidence-based solutions that meet the evolving needs of women—both in healthcare settings and in the workplace.

At the core of our vision is a world where every woman has access to tailored health insights, support, and services, driving better health outcomes, greater workforce participation, and improved quality of life.

Our work centers on developing inclusive, evidence-informed, and culturally contextual solutions that improve quality of life, support career continuity, and enable better health outcomes for women in Asia Pacific and beyond.

As a proud member of the UNFPA Equity 2030 Alliance, HeyVenus is committed to driving gender equity in science and technology. We work across sectors by partnering with healthcare providers, academic institutions, employers, and public health bodies; closing systemic gaps in women's health and shape policy and innovation that reflect the realities of diverse lived experiences.

Our Impact Areas

- Clinical Innovation: Bridging research with real-world solutions for personalized care
- Workplace Health: Equipping employers with tools to support female talent retention and productivity
- Digital Innovation: Developing accessible, tech-enabled solutions that meet women where they are and reflect their real-life health experiences
- Policy Advocacy: Supporting gender-inclusive policies through data, training, and collaboration

With a growing ecosystem of researchers, employers, and public sector leaders, HeyVenus is creating a more equitable and future-ready approach to women's health.

For more information, please visit us at www.heyvenusintegratedhealthscience.com