

# Sleepless, Silent, Still Showing Up

For many women in midlife, the impact of persistent sleep loss is carried into the workplace – often in silence.

Findings from the Insomnia Disorder in Midlife Women Survey of **over 1,400 women experiencing insomnia disorder aged 40-60 across 9 countries** help bring their real-life experiences to light.<sup>1\*</sup>

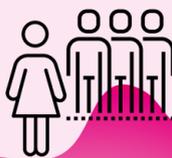
## The hidden toll of insomnia disorder<sup>†</sup> at work.

Among those surveyed:<sup>1</sup>



**3 in 4**

(75%) say insomnia disorder has an **impact on their performance and/or concentration** at work



**1 in 4**

(25%) had to **reduce their working hours** due to the impact of insomnia on their ability to function during working hours



**1 in 5**

(19%) have **quit and/or lost their job** because of the impact of insomnia on their ability to function during working hours

## Women are pushing through – but this is often overshadowed by concern for job security.

Among those surveyed:<sup>1</sup>

**63%**

**Feel confident** in their ability to **manage the impact** of their insomnia disorder on their work

**Yet 55%**

**worry** about the potential **consequences** of their sleeping problems on their job or career

## Why stigma and misunderstanding leave women suffering in silence at work.

Among those surveyed:<sup>1</sup>

**56%**

feel **embarrassed to talk to their employer** about their sleeping difficulties

**Only 26%**

believe their **employer is understanding** of their insomnia disorder and the impact it has on their life

**Just 22%**

believe their **employer knows** that their insomnia disorder is a **medical condition** that impairs daytime functioning

Removing stigma in the workplace starts with understanding insomnia disorder – **and leads to better support for women.**

## Insomnia disorder is a 24-hour condition.<sup>2</sup>

It impacts a person's ability to fall or stay asleep **≥3 nights a week for ≥3 months, which impacts day-to-day functioning.**<sup>2</sup>

For many women in midlife with insomnia disorder, this means sleepless nights can turn into difficult workdays.

Sleep problems rise markedly during the menopausal transition.<sup>3,4</sup> In women's health, when sleep problems become chronic, **resulting in insomnia disorder – they are often overlooked.**<sup>5,6,7</sup>

## Better sleep can mean better days for women in midlife.

Persistent sleep problems shouldn't be dismissed. Insomnia disorder is a real, treatable condition – **and support is available.**

Women experiencing symptoms should **talk to a healthcare professional** who can screen for insomnia disorder and help manage the condition.

## It's time to Rethink Insomnia.

To learn more about insomnia disorder and explore real life experiences, visit [rethinkinsomnia.com](https://rethinkinsomnia.com)

### References

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\*On behalf of Idorsia, Ipsos conducted a 10-minute self-completion online survey among 1,413 women across 9 countries (UK n=189, France n=194, Spain n=180, Italy n=192, Germany n=187, Canada n=181, Sweden n=96, Austria n=98, Switzerland n=96) between 11th and 26th September 2025. The sample was comprised of women aged between 40 and 60 years old, stating that their sex at birth was female. These women stated that they led active lives, either being in employment, active in the community, caring for family members or managing the home, a student / in full-time education or have other caring responsibilities such as for children or other family members. Respondents consented to answering questions about their health and those who have been experiencing or have been diagnosed with the following conditions were excluded: bipolar disorder, schizophrenia, PTSD, narcolepsy, chronic pain. All respondents met the DSM-V criteria of insomnia disorder of experiencing sleeping difficulties for 3-7 nights a week for at least 3 months. Furthermore, severity of insomnia was assessed using a battery of statements and those whose scores put them in category 3 (moderate/severe insomnia) or 4 (severe insomnia) and those who said that insomnia had a somewhat to significant impact on their daily functioning were included.

<sup>†</sup>In the survey, the term 'insomnia disorder / sleep difficulty' was used to refer to the difficulties respondents have been experiencing with sleep, for the purposes of this publication the shorter term 'insomnia disorder' is used.