



Mz Medical
Science with Humanity

July 2026

Menopause Reframed

From Health & Economic Challenge to Innovation Opportunity



Hidden Stories

The cost of unrecognised symptoms

Undiagnosed Premenstrual Syndrome
→ Labelled as lazy

Unrecognised Perimenopausal Symptoms
→ A high-earning career abandoned

The Menopause Penalty

Economic research study published in 2025, with an updated version published in 2026, led by researchers from universities in the UK, Norway and the United States.

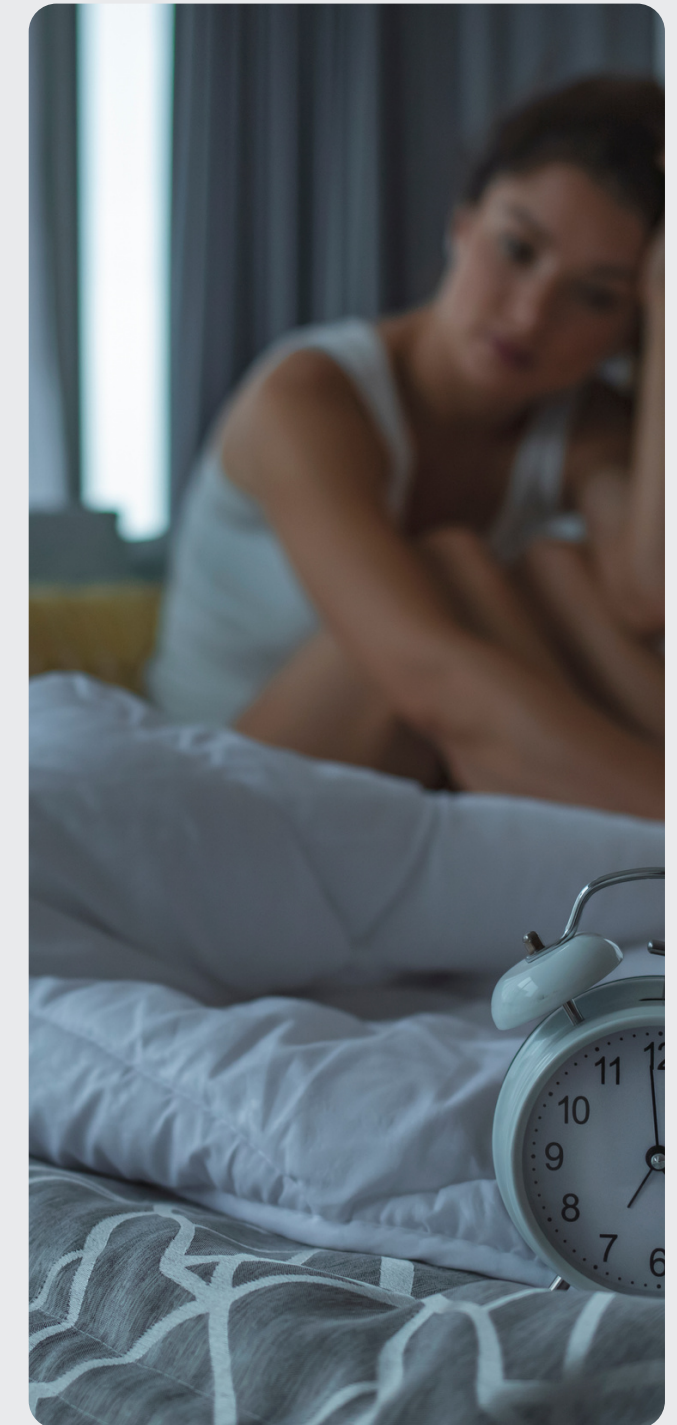
Reduced Earnings

- Reduced annual earnings (7–10% lower within four years after menopause diagnosis).
- Reduced working hours.
- Lower employment.
- Increased healthcare utilisation (more GP visits, specialist visits, prescriptions, menopausal hormone therapy and antidepressants).
- Increased reliance on social benefit

Could this also reduce future pension income?



-10%
Women's earnings



The Symptom Gap

What women experience vs what gets treated

80%

irritability

77%

low mood

83%

fatigue/
exhaustion

76%

digestive
issues

76%

sleep problems

Fawcett Society

Menopause and the Workplace- 2022-

(4,014 women aged 45-55)

Symptoms

- Sleep disturbance / fatigue – 84%
- Brain fog (memory and concentration) – 73%
- Hot flushes / night sweats – 70%
- Anxiety / depression – 69%

*"I was put on tablet HRT for nearly two years.
It helped with the hot flushes but
nothing else. I am now on a slow-release patch,
which has cleared my brain fog and made my life much easier."*

Impact in the Workplace

61% / 52% reported loss of motivation/ confidence
44% said their ability to work was affected
39% reported anxiety or depression as the reason for absence
26% took time off work due to symptoms
14% moved to part-time work
10% left their job due to menopause symptoms
8% did not apply for promotion

Diagnosis

- 30% required multiple GP visits before receiving a diagnosis
- 40% were offered treatment after diagnosis
- 60% were not offered treatment after diagnosis

Treatment

- 54% said treatment improved their quality of life
- 25% did not use treatment due to lack of knowledge or concerns
- 14% were currently using HR

Key issues: Delayed diagnosis / Limited access to treatment / Effective treatments exist, yet uptake remains low.

The Way Forward

Reframe the problem

Perimenopause and menopause are not only women's health issues. They are also economic issues.

Investing in better care during perimenopause and menopause could add an **estimated US\$120 billion** to the global economy every year.

Healthcare System

- Earlier recognition of symptoms.
- Better GP and specialist training.
- Consistent, evidence-based diagnosis and treatment, including perimenopause.
- Access to both HRT and non-hormonal options.

t

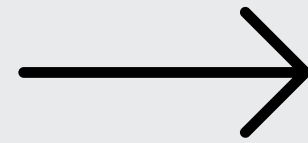
Workplace

- Flexible working.
- Manager education.
- Occupational health support.
- A workplace culture where women do not feel they must hide symptoms

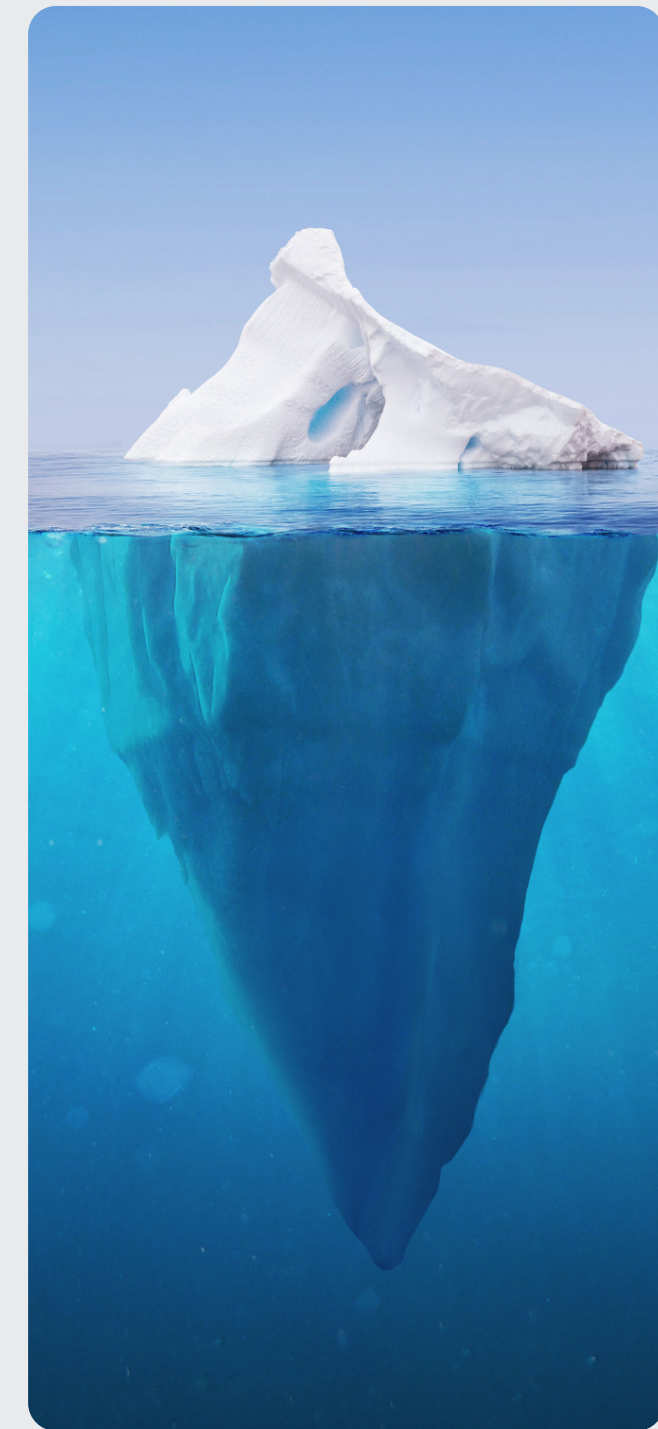
Government

- Public education to improve awareness.
- Better professional training.
- Policies that improve access to evidence-based care.
- **Investment** because supporting menopause is an economic issue, not only a women's health issue.

What can one woman do?



- Know your symptoms — don't rely on blood tests alone after age 45.
- Seek evidence-based care — if you don't feel heard, ask for a second opinion.
- Think beyond symptoms — menopause can affect your health, work and relationships.
- Learn from trusted sources — understand your options before making decisions.
- Support research and innovation — better evidence leads to better care for future generations.





Mz Medical

Science with Humanity

July 2026

Thank You

Dr. Maria Zalazar

Founder & Medical Director at Mz-Medical