

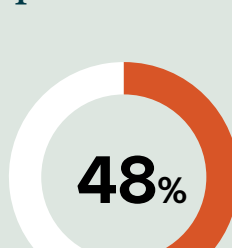
Helping you #EmbraceEquity in your group benefits plan



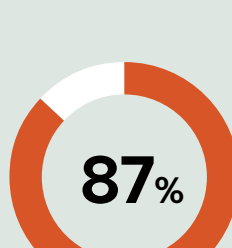
International Women's Day is March 8, and this year's "embrace equity" theme is timely, especially from a health perspective.

The pandemic has had a negative and unequal impact on many women's health – mental health in particular. It's not surprising, as women continue to represent the majority of front-line workers and providers of unpaid care.

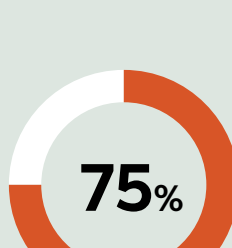
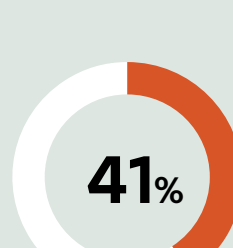
Women represent:



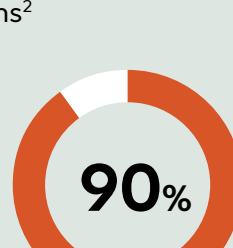
48% of the workforce in Canada¹



87% of registered nurses, and 41% of physicians²



75% of educators in public elementary and secondary schools³



About 90% of personal care workers⁴

50%

Women are also **50% more likely** to report being unpaid caregivers than men.⁵ They are also **2 times more likely** to say their caregiving role makes it very challenging to take care of their own health. These critical roles have been made even more challenging by lockdowns, public health restrictions and COVID-19 exposure risks.



The strain of the pandemic has affected the mental health of women. But women have other health concerns – with a need for greater awareness and support.

Impacts on women's mental health

40%

Long-term disability claims. Mental disorder claims made up an increasing share of women's long-term disability claim volumes throughout the pandemic compared to men. For women, over **40%** of claims are for mental disorders, versus **30%** for men.⁶

60%

Mental disorder medications. The proportion of women's drug claims that are antidepressants are **60%** higher than men's.⁷

42%

Mental disorder therapies. Women's claims for psychological services grew by **42%** from 2020 to 2022.⁸

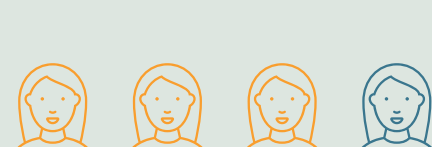
Greater awareness and support is needed regarding the health experiences women may go through during their lives

2X

Pregnancy. Fertility challenges have **doubled** since the 1980s.⁹

23%

Childbirth. **23%** of women experience post-partum depression.¹⁰



3 out of 4

Menopause. **3 out of 4** women experience menopausal symptoms that interfere with their daily lives. A recent study found that **1 out of ten** women left their job because of their menopausal symptoms.¹¹



Take action – there are many ways you can help support the health of women in your workplace

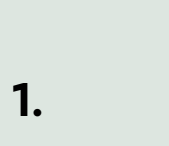
33%

33% of women say their group benefits plan doesn't provide enough coverage to meet their needs. This compares to just **17%** of men.¹²

Sun Life offers solutions that can help you increase support for women's health within your group benefits plan.

Here are six actions you can take to help.

1.



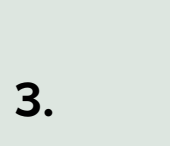
Raise awareness of women's health issues. Events like International Women's Day and Women's Health Week are opportunities to learn more, share more, and support more.

2.



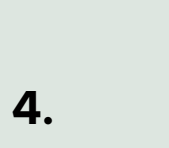
Review our Workplace Benefits DE&I Playbook. It outlines many specific health needs of women and resources available through group plans that can support them.

3.



Consider the benefits of our Mental Health Coach, provided by CloudMD. It can help at-risk plan members – and reduce the effects of mental health-related absences and disability claims.

4.



Introduce spending accounts. Health Spending Accounts or Personal Spending Accounts give all plan members the ability to bridge health or wellness coverage gaps.

5.



Broaden access to mental health supports through virtual care. Virtual care can overcome barriers to treatment, such as time, access and cost. Our solution, **Lumino Health Virtual Care,** powered by Dialogue, is a single integrated suite of solutions that can address both mental and physical health issues.

6.



Provide support for surrogacy and fertility treatments. Our **Family Building program** provides coverages for surrogacy, adoption and fertility treatments. It levels the playing field for women who need additional help to expand their families.

Talk to your advisor or your Sun Life Group Benefits representative.

¹ Statistics Canada, Labour Force characteristics, 2022
² <https://www150.statcan.gc.ca/n1/pub/89-28-0001/2018001/article/00020-eng.htm>
³ <https://www150.statcan.gc.ca/n1/pub/89-28-0001/2018001/article/00020-eng.htm>
⁴ <https://www150.statcan.gc.ca/n1/pub/89-28-0001/2018001/article/00020-eng.htm>
⁵ C.A.R.P. and Sun Life, national survey of C.A.R.P. members, June 2021
⁶ Sun Life data, Q1&Q2, 2022
⁷ Sun Life data, Q1&Q2, 2022
⁸ Sun Life data, Q1&Q2, 2022
⁹ <https://www.canada.ca/en/public-health/services/fertility/fertility.html>
¹⁰ <https://www150.statcan.gc.ca/n1/daily-quotidien/190624/dq190624b-eng.htm>
¹¹ <https://www.miracare.com/menopause/>
¹² National survey of 2,313 working Canadians, age 18-65, conducted by Ipsos on behalf of Sun Life, February 2022

About this infographic
 We have focussed this infographic primarily on the health of people who identify as women and have a uterus. This includes people who experience physical and hormonal changes associated with biological female reproduction throughout their lifetime. However, some or all of this information could apply to non-binary, transgender or two-spirited people who have a uterus.

This infographic provides general information only. It doesn't provide employment, legal, health, or financial advice. Consult with the appropriate professional advisor to meet your organization's needs.