



Women at Work: Actionable Strategies to Support Workplace Well-Being

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Agenda

- Overview: Women in the Workforce
- Caregiving Demands
- Women's Health Considerations
- Emotional/ Behavioral Health Concerns
- Strategies to Support Women at Work
- Questions and Answers




Overview



Women in the Workforce

The percentage of women reentering the workforce since pandemic losses has been growing steadily; however, there are still barriers women face.

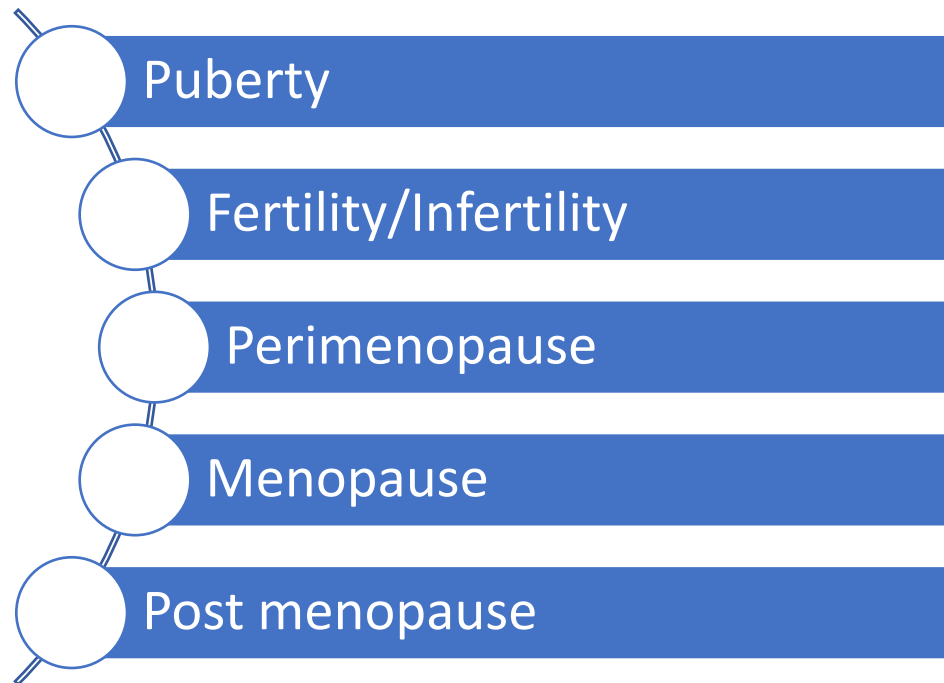
Labor Force Participation Rate (Ages 25-54)

Group	3-yr History	Rate	$\Delta 1 \text{ mo}^2$	$\Delta 1 \text{ yr}^2$
<u>Total</u>		83.4%	-0.1%	+0.2%
<u>Women</u>		77.7%	0.0%	+0.5%
<u>Men</u>		89.2%	-0.1%	+0.1%

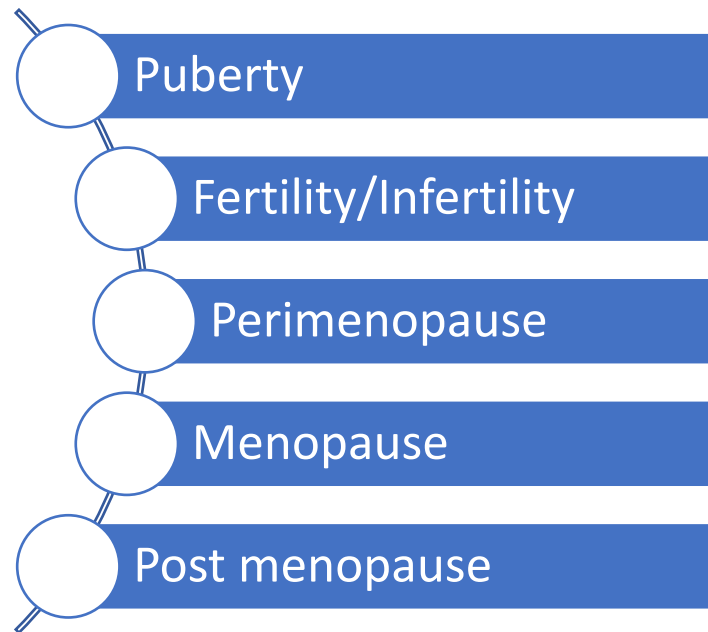
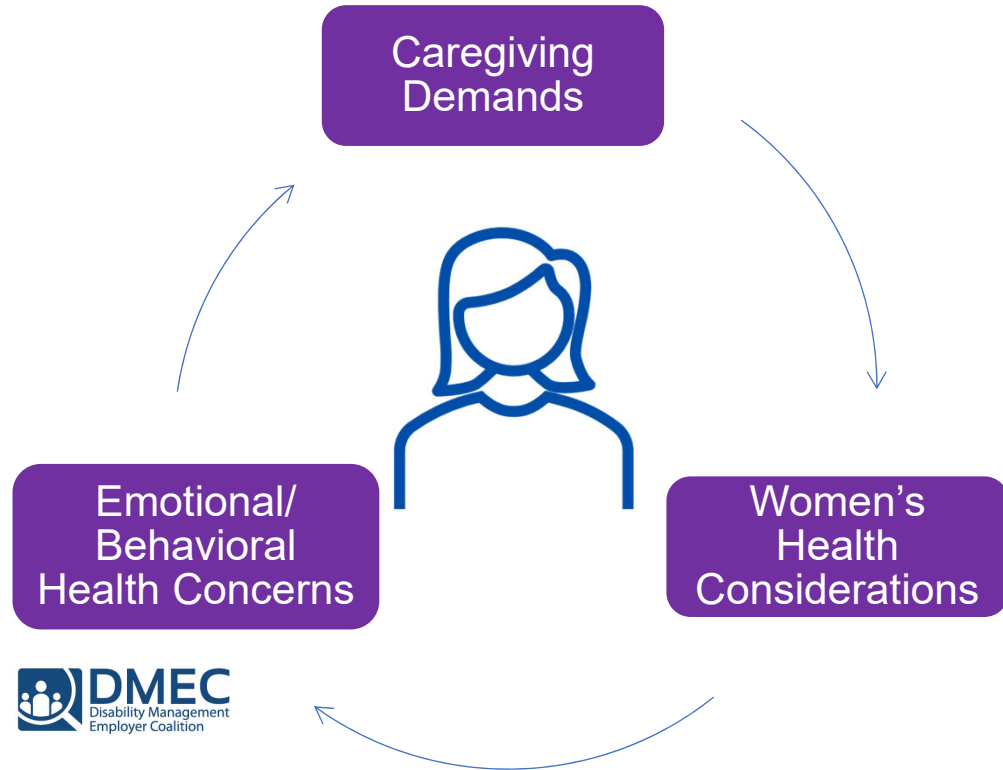


Source: Labor Force Status of Women & Men, U.S. Department of Labor, Women's Bureau, March 2024.

Key Phases in a Woman's Life

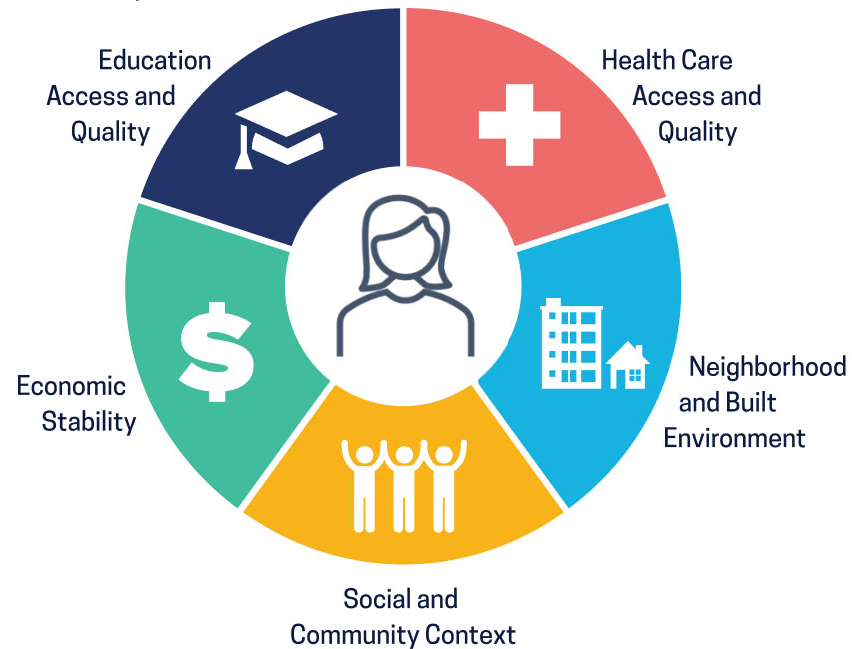


Challenges Women Face



Social Determinants of Health

Social determinants of health drive 80% of a person's health outcomes.



Sources: Social Determinants of Health Investments: How SDOH Programs Can Generate Value, Aug. 2022; Healthy People 2030, Health.gov.

Factors that Influence Health Outcomes

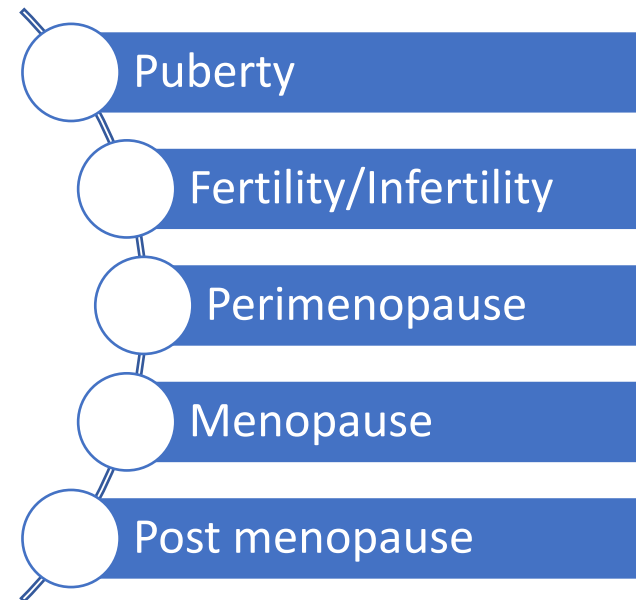
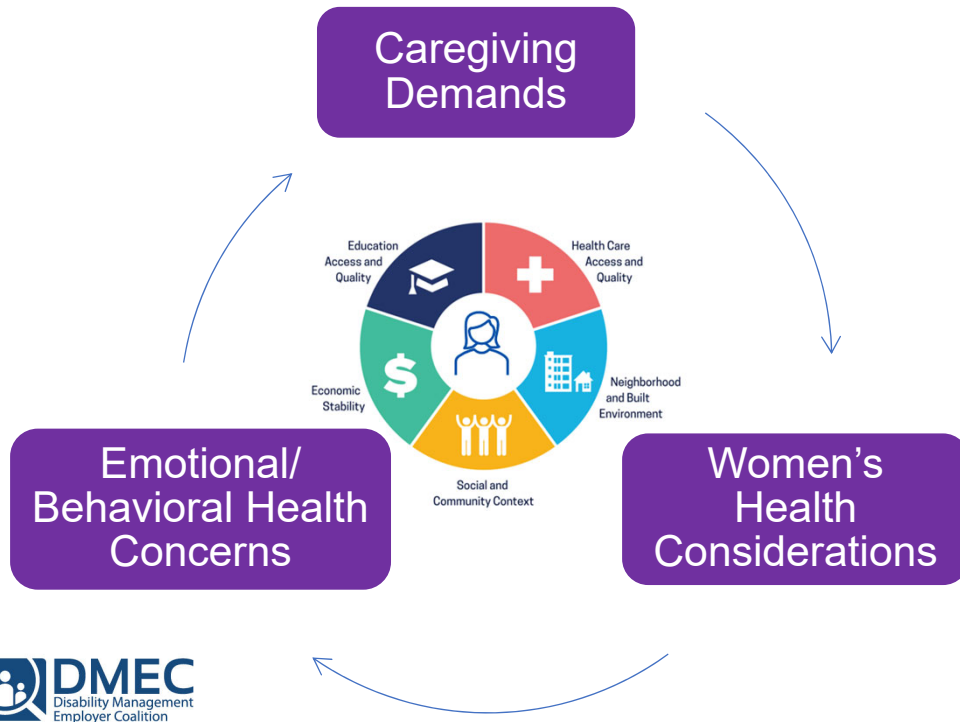
Non-medical Factors

- Economic policies and systems
- Development agendas
- Social norms
- Social policies
- Political systems
- Poverty
- Discrimination
- Powerlessness
- Lack of access to good jobs

Disparities in Health

- Race/ ethnicity
- Religion
- Socio-economic status
- Geographic location
- Mental health/ disability status
- Gender
- Sexual identity and orientation
- Age
- Language

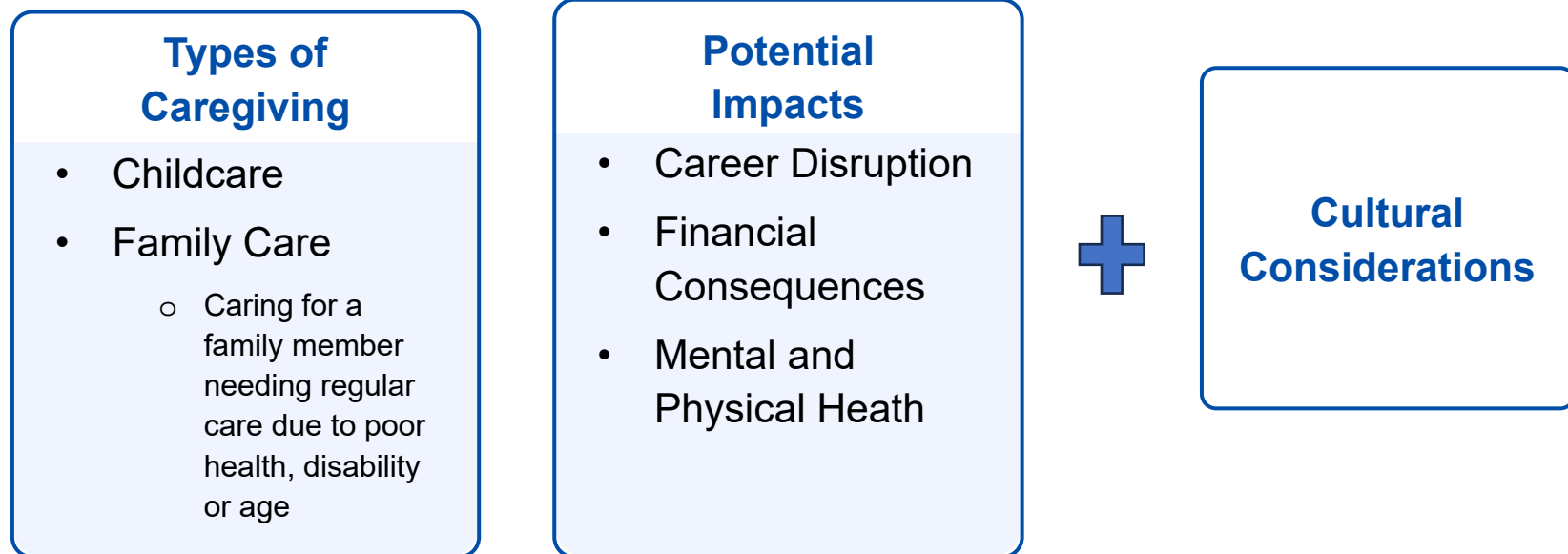
Holistic Support for Women



Caregiving Demands

Caregiving Overview

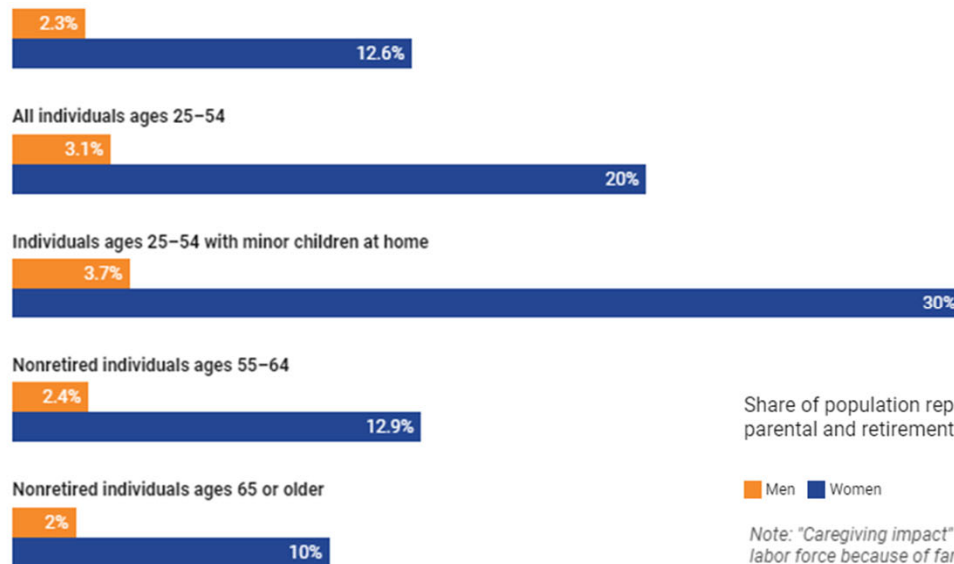
Caregiving can impact women throughout their entire career.



Source: Integrated Public Use Microdata Series: Current Population Survey, Version 9.0, Center for American Progress, 2022.

Caregiving: Career Disruption

Women are five to eight times more likely than men to have their employment affected by caregiver responsibilities.



Share of population reporting a caregiving impact on employment, by gender, age, and parental and retirement status, 2022

Men Women

Note: "Caregiving impact" is defined as working part time or not working due to family reasons, such as: being out of the labor force because of family or house responsibilities; working part time because of child care problems or other family or personal reasons; or not looking for a job in the past four weeks due to not being able to arrange for child care or due to family responsibilities.



Source: Fact Sheet: The State of Women in the Labor Market in 2023, Center for American Progress, 2023.

Financial Consequences

Women's earnings were 83.6% of men's in 2023.

If planning to work into their later years, women are much more likely than men to say it will be because they will need the money (vs. enjoying the work).

Source: Retirement Plan Engagement Study, The Standard, Jan. 2024.

- Lifetime earnings lost because of caregiving average \$237,000 or 15% of what we project mothers would earn, on average, if they did not provide any family care.
- Lost earnings account for 80% of our total estimate of lifetime employment-related caregiving costs.
- The remaining 20% of lifetime costs results from lost retirement income from Social Security and employment-based retirement plans, which average \$58,000 over a lifetime.



Sources: TED: The Economics Daily, U.S. Bureau of Labor Statistics, March 2024; Lifetime Employment-Related Costs to Women of Providing Family Care, Urban Institute, Feb. 2023.

Caregiving: Mental and Physical Health

Caregiving stress often puts an emotional and physical strain on family caregivers.



Depression and anxiety



Weakened immune system



Excess weight and obesity



Chronic diseases like heart disease, cancer, diabetes, or arthritis

Depression and obesity can increase the risk of these diseases.



Problems with short-term memory or paying attention



Sources: Caregiver Stress: The Impact on Physical Health, National Council on Aging. Oct. 2022; Caregiving in the U.S, AARP, 2020.

Caregiving: Cultural Considerations

Familism is a strong identification with, and prioritization of family over personal needs.

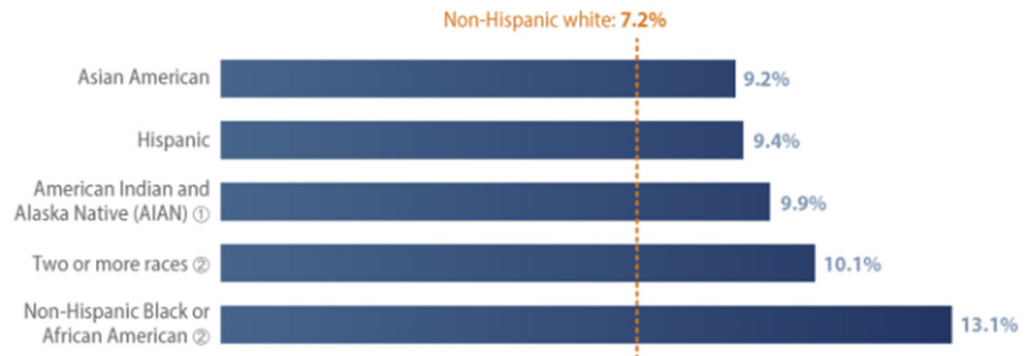
Regarding Family Care

Within communities of color 66% of Black, 61% of Hispanic, and 58% of Asian American primary family caregivers are women.

Regarding Childcare

Black and multiracial families are more likely than white families to experience job disruptions due to child care

Estimated percentage of parents who quit a job, did not take a job, or greatly changed their job due to problems with child care, by race and ethnicity



Sources: Author's analysis of 2016-2018 data from the U.S. Census Bureau National Survey of Children's Health, 2020. Caregiving in a Diverse America: Beginning to Understand the Systemic Challenges Facing Family Caregivers, 2021.

Women's Health Considerations



Leading Causes of Death in Women by Age Group

Age Group ¹						
Rank ²	1-19	20-44	45-64	65-84	85+	All ages**
1	Unintentional injuries 31.5%	Unintentional injuries 35.1%	Cancer 28.0%	Cancer 26.9%	Heart Disease 28.6%	Heart Disease 21.8%
2	Suicide 15.3%	Cancer 13.8%	Heart Disease 21.0%	Heart Disease 22.6%	Cancer 11.7%	Cancer 20.5%
3	Homicide 12.2%	Suicide 12.2%	Unintentional injuries 8.7%	Chronic Lower Respiratory Disease 7.5%	Alzheimer's Disease 9.1%	Stroke 6.2%

1. Figures for age not stated are included in "all ages" but not distributed among age groups.

2. Based on number of deaths.



Source: Leading Causes of Death for Females: All Races and Origins, CDC.

Providers Tend to Discount Women's Concerns

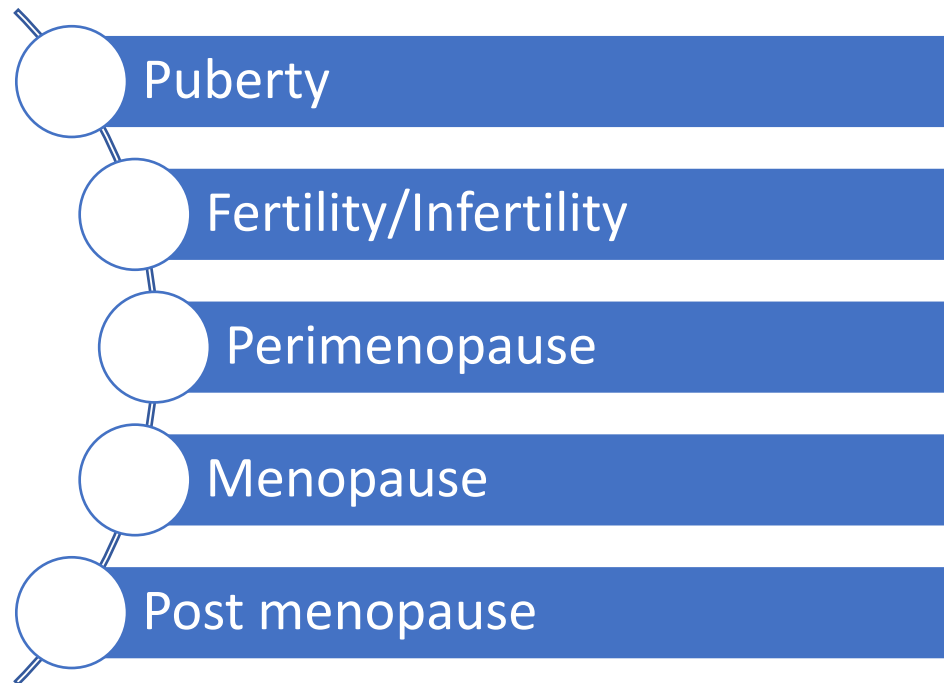
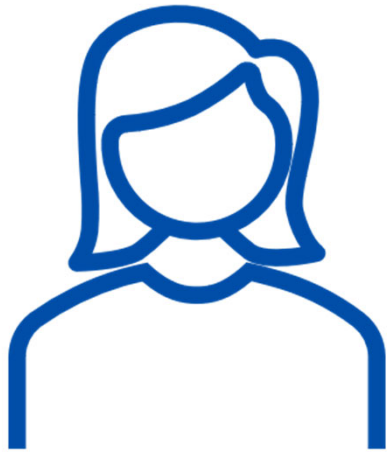
Medical providers have historically downplayed reports of medical conditions by women such as:

- Chronic Lyme Disease
- Cardiovascular Disease
- Chronic Pain
- Chronic Fatigue Syndrome
- Fibromyalgia
- Postural Orthostatic Tachycardia Syndrome, or POTS
- Long COVID

Medical research funding disproportionately goes to diseases that primarily impact men.



Phases in a Woman's Life: Health Considerations



Menstruation Related Symptoms, or MRSs

Studies show that women with MRSs have lower scores on several domains of quality of life, such as general health and physical, mental, social and occupational functioning during their periods

- Premenstrual Syndrome
- Premenstrual dysphoric disorder, or PMDD
- Dysmenorrhea (abdominal or pelvic cramping)
- Heavy bleeding
- Lower back pain
- Bloating and sore breasts
- Food cravings
- Mood swings and irritability
- Headache
- Fatigue



Menstruation Impacts

45.2%

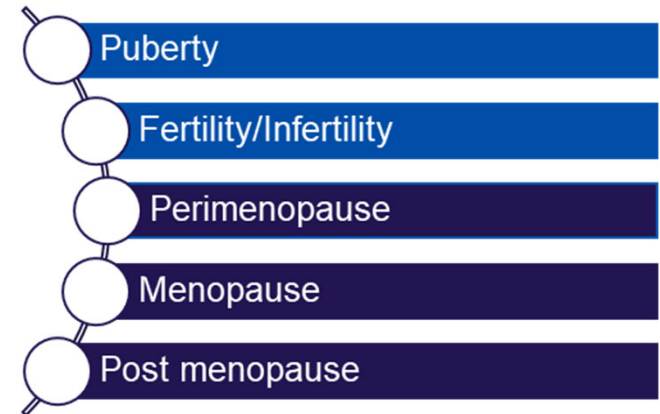
of women report that they have taken time off work due to menstrual symptoms (5.8 days on average in the previous 12 months)

48.4%

reported not receiving any support from their manager

94.6%

said they were not provided with any specific benefit for issues related to their menstrual cycle, with 75.6% declaring wanting them



Sources: Menstrual cycle-associated symptoms and workplace productivity in US employees: A cross-sectional survey of users of the Flo mobile phone app, Digital Health, 2022; Productivity loss due to menstruation-related symptoms: a nationwide cross-sectional survey among 32 748 women, BMJ Open, 2019.

Infertility Impacts

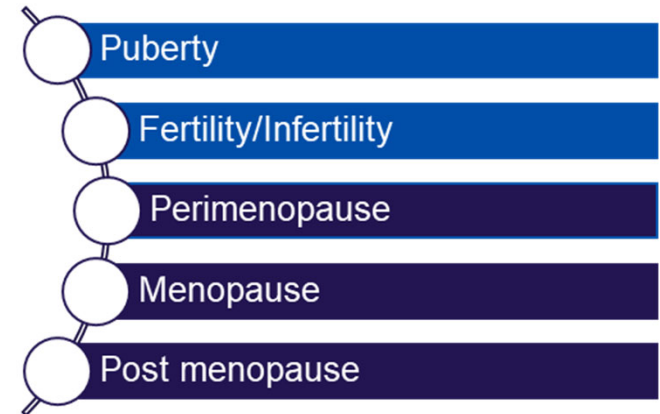
Infertility impacts approximately 16% of couples in the US – roughly five million individuals.

Fertility treatments are time consuming, unpredictable and expensive

- It can be difficult to schedule appointments, requiring time off from work, managing side-effects of medications while working

Related health issues to infertility and fertility treatments

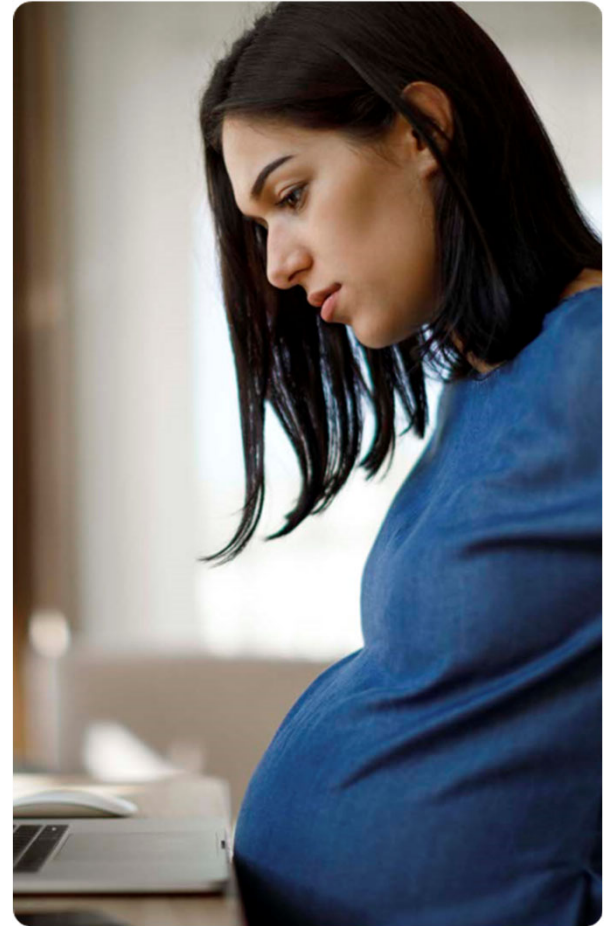
- Takes a physical, emotional, and financial toll on both partners
- Infertility results in feelings of social isolation, feel need to keep infertility struggles a secret
- May result in stress, depression and anxiety



Source: Collins ME. The Impact of Infertility on Daily Occupations and Roles. J Reproductive Infertility. Winston-Salem State University, 2019;20 (1):24-34.

Common Pregnancy Complications

- Anemia
- Anxiety
- Depression
- Diabetes
- Heart conditions
- High blood pressure
- Hyperemesis gravidarum
- Infections
- Post-partum depression



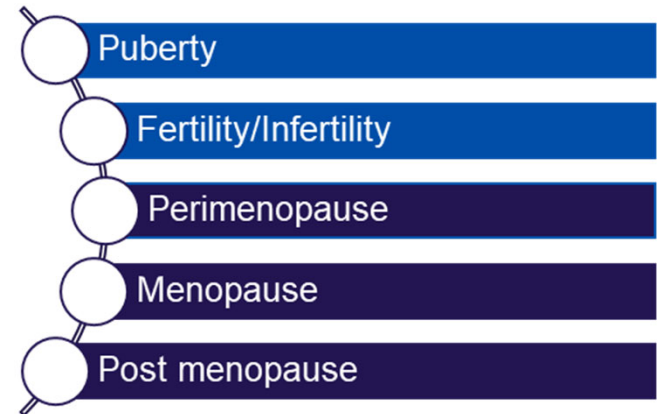
Source: Division of Reproductive Health, National Center for Chronic Disease Prevention and Health Promotion.

Pregnancy Impacts

Pregnancy discrimination in the workplace may lead to increased postpartum depressive symptoms and lower birth weights, lower gestational ages and increased doctor visits for the baby.

23% of mothers have considered leaving their jobs due to a lack of reasonable accommodations or fear of discrimination in the workplace

20% of mothers have experienced pregnancy discrimination in the workplace



Sources: Morning Consult: 1 in 5 Moms Experience Pregnancy Discrimination in the Workplace, Bipartisan Policy Center, Feb. 2022; Examining the effects of perceived pregnancy discrimination on mother and baby health, National Library of Medicine, May 2021.

What is Menopause?

Three phases

Perimenopause

- Typically starts in the 40s due to erratic fluctuation in estrogen and progesterone levels
- Can last four to 10 years
- Symptoms include hot flashes, mood swings, anxiety, brain fog, heart palpitations, sleep issues, joint pain
- Trans and non-binary individuals may experience perimenopausal symptoms if they are taking hormone therapy

Menopause

- Not having a period for 12 consecutive months
- Average age is 51. Black and Latina women enter menopause two years earlier than White and Asian women, on average.

Post Menopause

- The time after a woman reaches menopause
- Symptoms typically subside

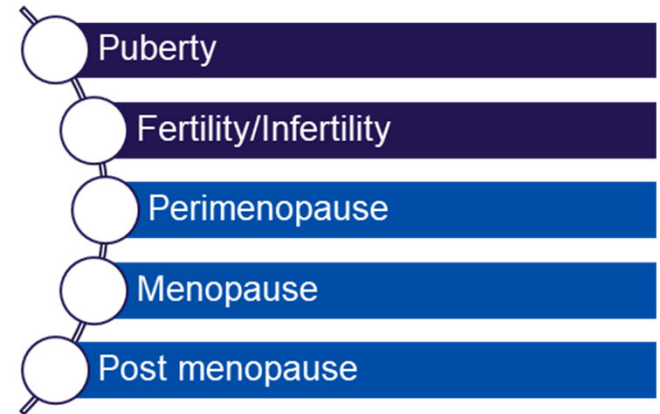


Menopause Impacts

Menopause results in an estimated \$1.8 billion in lost productivity in the U.S.

13.4% of women reported at least one adverse work outcome due to menopause symptoms

10.8% report missing work in the preceding 12 months



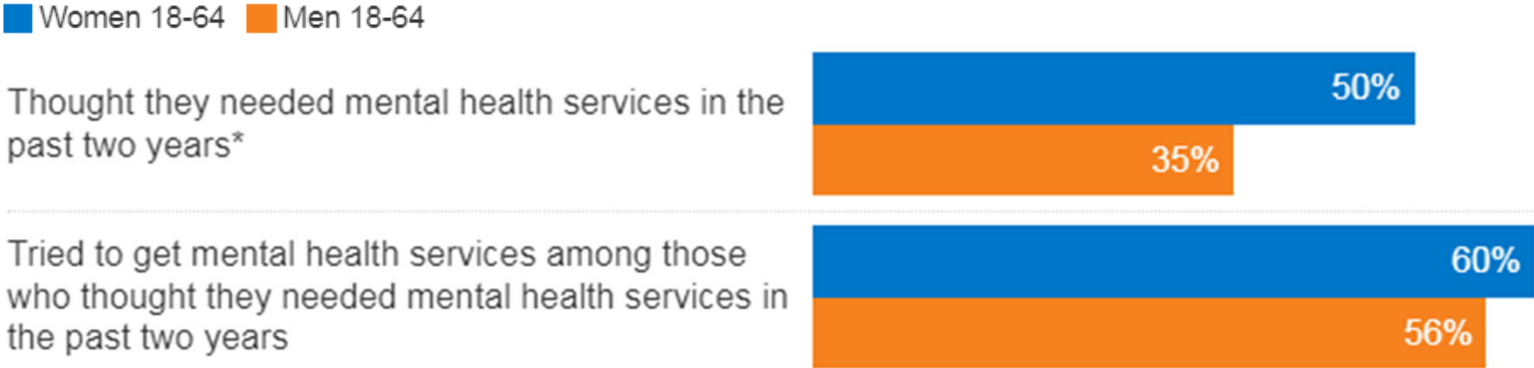
Source: Impact of Menopause Symptoms on Women in the Workplace, 2023.



Emotional/Behavioral Health Concerns

Twice As Many Women As Men Experience Depression

A higher share of women than men report needing mental health services.



NOTE: *Estimate is statistically different between women and men 18-64 ($p < 0.05$). See Methodology for full question wording. Those who tried to get mental health services in the past two years are among those who thought they needed mental health services in the past two years.



Sources: Access and Coverage for Mental Health Care: Findings from the 2022 KFF Women’s Health Survey; KFF, Dec. 2022; Depression in Women: Understanding the Gender Gap, Mayo Clinic, 2019.





Women and Behavioral Health Disorders

Women experience several mental health conditions more commonly than men.

- Some women also experience mental health disorders that are unique to women, such as perinatal depression and premenstrual dysphoric disorders that may occur when hormone levels change.
- Data from the National Center for Health Statistics show that across all age groups, women were almost twice as likely to have depression and anxiety than men.
- A recent global survey (including the U.S.):
 - Women with more domestic responsibilities at home report having lower mental well-being and are less able to focus on career.



Sources: Women@Work 2024: A Global Look, Deloitte, 2024; Access and Coverage for Mental Health Care: Findings from the 2022 KFF Women's Health Survey; KFF, Dec. 2022; Depression in Women: Understanding the Gender Gap, Mayo Clinic, 2019.

Strategies to Support Women at Work



Recent Legislation

Pregnant Workers Fairness Act, or PWFA

- Pregnant Workers Fairness Act went into effect June 2023. The final regulations went into effect on June 18, 2024.

Providing Urgent Maternal Protections for Nursing Mothers, or PUMP, Act

- PUMP Act became effective April 2023.



Source: What You Should Know About the Pregnant Workers Fairness Act, U.S. Equal Employment Opportunity Commission.



PREGNANT WORKERS FAIRNESS ACT (PWFA)

WHAT IS PWFA?

The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide "reasonable accommodations" to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship." An undue hardship is defined as causing significant difficulty or expense.

A "reasonable accommodation" means a change in the work environment or how things are usually done in order to remove work-related barriers.

WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS?

- Schedule changes or time off to go to health care appointments
- Extra bathroom breaks
- A chair or stool to sit on while working
- The ability to telework full or part-time
- A private place to pump breast milk
- Leave to recover from childbirth
- Breaks to eat and drink
- Light duty



WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS?

Other laws that apply to workers affected by pregnancy, childbirth, or related medical conditions, include:



- Title VII of the Civil Rights Act of 1964 which prohibits employment discrimination based on sex, pregnancy, or other protected categories (enforced by the U.S. Equal Employment Opportunity Commission (EEOC))
- The Americans with Disabilities Act (ADA) which prohibits employment discrimination based on disability (enforced by the EEOC)
- The Family and Medical Leave Act which provides unpaid leave for certain workers for pregnancy and to bond with a new child (enforced by the U.S. Department of Labor)
- The PUMP Act which provides nursing mothers a time and private place to pump at work (enforced by the U.S. Department of Labor)

Learn more at www.EEOC.gov/Pregnancy-Discrimination

Benefits Matter

Employees expectations around benefits are evolving. They are seeking family-friendly benefits and are willing to change employers to find them.

The “Great Benefits
Exodus”

73%

of employees would
leave their jobs for
better family benefits.

62% of employees do
not view their employer
as family-friendly, with
43% rating their
benefits "C" or lower.

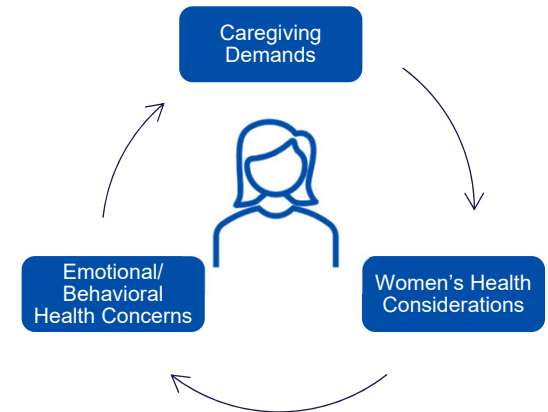


Source: Future of Family Friendly 2024: Benefits that Matter, Ovia Health by Labcorp, March 2024.

What Employers Can Do

Strategies for each challenge

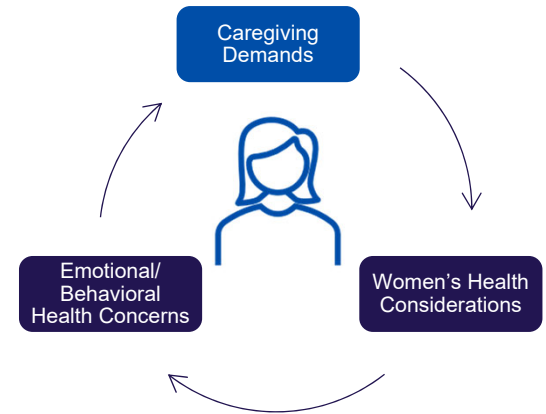
- Don't make assumptions
- Utilize employee focus groups
- Understand your demographic
- Create a supportive work environment
- Offer flexible work arrangements
- Develop a strong EAP referral system
- Educate leaders and the entire workforce about women's health benefits and leave
- Organize and partner with ERGs
- Offer wellness and disease management programs
- Utilize local resources, ex. 211.org



What Employers Can Do

Strategies for caregiving demands

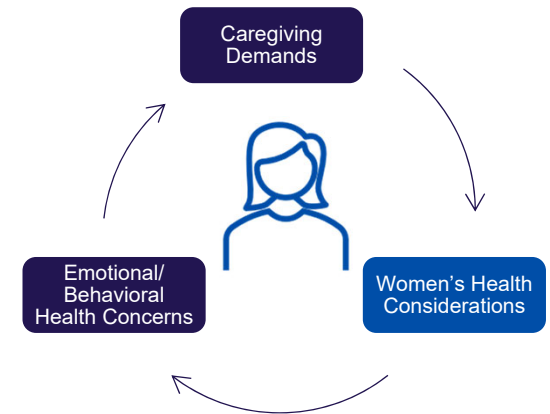
- Demonstrate a personal commitment
- Develop cultural awareness
- Minimize beginning and end of day commitments
- Offer caregiving referral services
- Provide paid caregiver leave
- Offer subsidies for caregiving
- Provide emergency care support



What Employers Can Do

Strategies for women's healthcare considerations

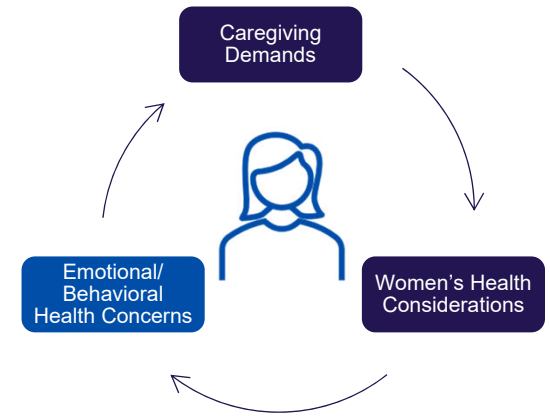
- Provide wellness days in addition to PTO
- Allow flexibility in uniform colors
- Offer benefits for fertility treatment
- Provide adoption concierge and legal support
- Provide second opinion expert consults
- Offer maternity management
- Offer parenting and pediatric support
- Partner with menopause benefits provider
- Create menopause-friendly workplaces



What Employers Can Do

Strategies for emotional and behavioral health concerns

- Reduce stigma around behavioral health
- Provide additional behavioral support in addition to EAP with benefits available to all family members
- Offer trainings such as mental health at work or resiliency training
- Connect employees to mental health resources
 - 988 suicide prevention hotline
 - 1-833-TLC-MAMA national maternal mental health hotline





What Individuals Can Do

Strategies for self-care and advocacy

- Be gentle with yourself
 - If you are stuck in repetitive negative thoughts, tell yourself “STOP” and deliberately think of something positive
- Get a little physical exercise every day
- Follow healthy eating guidelines
- Spend some time outside or looking outside every day
- Set a schedule, especially for bed, and stick to it – get a good night’s sleep
- Make sure to connect with at least one person each day
- Limit screen time, especially before bed

What Individuals Can Do

Strategies for self-care and advocacy

- Take time to think about things for which you're grateful
- Ask for support
- Use your employer sponsored benefits, such as EAP
- Participate in any wellness offerings offered by your employer or in your community
- Track symptoms in a log
- Seek a second opinion or ask to be referred to a specialist



Supporting Women in the Workplace: It Just Makes Sense

Employers have the potential to make a difference.

- DEIB/ more inclusive workplace
- Increase engagement and productivity
- Help women not fall behind or stay behind
- Help support women move into leadership and succeed in leadership

\$200,000

in turnover costs would be saved, on average, if five employees were prevented from quitting.



Sources: How to Keep Employees Productive: Support Caregivers, Harvard Business Review, Jan. 2024; Survey on Fertility Benefits, Mercer, May 2021.



Thank You!



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