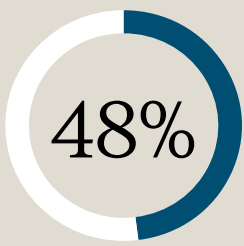


# Working together to support women's health

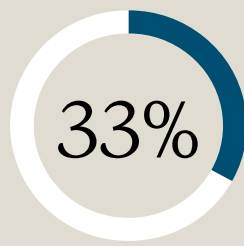
Despite many strides in achieving equity, a gender health gap still exists.

Read our new Bright Paper report to get the full story.

## Did you know?



of the workforce is made up of women.<sup>1</sup>



of women said their group benefits plan didn't provide adequate coverage to meet their needs. This is compared with 17% of men.<sup>2</sup>

## How the health system underserves women\*:



**Stigma** towards women-specific health issues.



**Lack of representation** in medical research and exclusion from clinical trials.



**Bias in diagnosis and treatment.** Doctors are up to two times more likely to diagnose women with a psychological cause for their pain.

## Why things need to change



50%

of women who experience **heart attacks** have their symptoms go unrecognized. This is because their symptoms can be different from those men experience. They're also less likely than men to receive the timely treatments and medications they need.<sup>3</sup>



75%

of **adverse drug reactions** in Canada are experienced by women.<sup>4</sup>



40%

of women's **long-term disability claims** are for mental disorders, compared with 30% of men's.<sup>5</sup> This can be due to societal and physiological factors.



89%

of women report feeling **stressed or anxious** at work because of their period.<sup>6</sup> Stigma around menstrual pain and other symptoms translates into workplace stress.

54%

of women feel menopause is a taboo topic.<sup>7</sup>

1/10

An estimate of how many women leave the workplace due to their menopause symptoms, because they're so debilitating.<sup>8</sup>



**Menopause and Work in Canada:** a powerful report based on findings from Canadian women with a focus on understanding Canadian attitudes, perceptions, and feelings about menopause in the workforce.



**Menopause Inclusive Playbook for employers:** a hands-on resource employers can use to help understand menopause and support the women in their workforce experiencing it.

Visit our website to access more resources

You'll learn more about the actions you can take to increase awareness of women's health and support women in your workplace.

\* Our report is primarily focused 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 paper could apply to non-binary, transgender or two-spirited people who have a uterus.

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

<sup>1</sup>Statistics Canada, Labour Force characteristics, 2022

<sup>2</sup>National survey of 2,313 working Canadians, age 18-65, conducted by Ipsos on behalf of Sun Life, February 2022

<sup>3</sup>Heart and Stroke Foundation of Canada, "System failure: Healthcare inequities continue to leave women's heart and brain health behind," 2023

<sup>4</sup>Women's Health Collective Canada, Women's Health Collective is addressing the gap in women's health, June 2021

<sup>5</sup>Sun Life's 2022 claims data

<sup>6</sup>Periods and menstrual wellbeing in the workplace - the case for change, Bloody Good Period, 2021

<sup>7</sup>Menopause of Canada, The Silence and the Stigma: Menopause in Canada, 2022

<sup>8</sup>Brand, A. 10% of women leave the workplace due to menopause. HRreview. UK.