

Women’s health

The most costly blind spot in your benefits plan
Designed for Health report — Sun Life, Group Benefits

Why this information changes the conversation — It’s based on claims data from more than 20,000 employers and 3 million plan members. It reflects what is actually happening in your workforce -and reveals gaps that benefits plans designed “for everyone” often miss.

Key statistics to remember

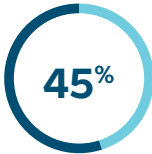
2x

Cancer among women under 50



25%

Women affected by migraines



Disability claims related to mental health



Faster growth in diabetes-related claims



1/10

Women leave work due to menopause



Women left a job due to caregiving duties

Solutions to implement now

The biggest opportunity is not always adding new programs — it is using, adjusting and communicating the supports that already exist.



Adjust

Mental health, paramedical and drug maximums



Expand access

Sun Life Virtual Solutions, by Dialogue and Mental Health Coach, provided by Kii Health



Flex

Flexible hours, accommodation, caregiver leave



Communicate

Promote resources already available

Ongoing support for women’s health

The issue

A fast-growing group: 2 million women aged 45 to 55 are in the workforce, with a projected 27% increase by 2040. One in three say symptoms affect performance, 60% fear an impact on their career, three in four say daily life is affected, and one in ten leaves the workforce.

Some of the ways we’re helping address women’s health needs:



Sun Life Virtual Care, by Dialogue

Plan members can connect virtually with health-care practitioners for concerns that do not require a physical exam, receiving convenient support for women’s unique health needs at every life stage, from puberty and reproductive health to menopause.



Menopause care pathway

Personalized care plan with comprehensive symptom management, guidance, resources, and education.

Consultation, within a week, with Dialogue’s health-care practitioners who have received additional training focused on menopause

Various treatment paths to address symptoms, including non-hormonal options and, if appropriate, Menopause Hormone Therapy (MHT) prescription/renewal.



Family Building

Financial and practical support can make adoption, fertility, and surrogacy journeys, easier to navigate. Helping reduce stress for plan members while advancing workplace inclusivity and supporting talent attraction and retention.



Sun Life Employee Assistance Program (EAP), by Dialogue

Plan members receive confidential access to expert guidance for mental health, parenthood, financial well-being, crisis management and general wellness, supporting women through changing health and life needs.

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Take action today. Contact me to discuss:

AE name

Phone

The [Women’s Health Toolkit](#) is free and available online. Learn more about our women’s health solutions [here](#).

Research, best practices and practical solutions to build a workplace where women stay, grow and thrive.

Making life brighter

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