

Holistic health for women:

# A key part of attracting and retaining talent



**As nearly 50 percent of the workforce, women are essential to maintaining a strong, resilient economy.**

When women's health needs are supported, they're more satisfied with their employers. And they're more likely to think twice before moving to another company. That means that offering women the right benefits gives you the power to attract and retain the right talent.



# 4 in 10

female employees report not being satisfied with their workplace.\*



\*FOR 4 IN 10: The Conference Board. Job Satisfaction 2024: Is US Job Satisfaction at Risk? May 6, 2024. <https://www.conference-board.org/publications/job-satisfaction-2024-is-us-job-satisfaction-at-risk>. Accessed June 11, 2024.

# What's the first step in designing benefits that help result in healthier, more satisfied employees?

Focusing on **holistic benefits** that:

- Support physical health across the life span
- Care for mental well-being
- Consider lifestyle and environmental factors





# A holistic approach means supporting physical health across the life span

Achieving better health is possible when considering the whole person. This means providing benefits that take into account a woman's biology and environment throughout her life — and not just during her reproductive years.

## A holistic approach



Delivers personalized support for diverse populations of women across their life spans



Addresses health issues that disproportionately impact women



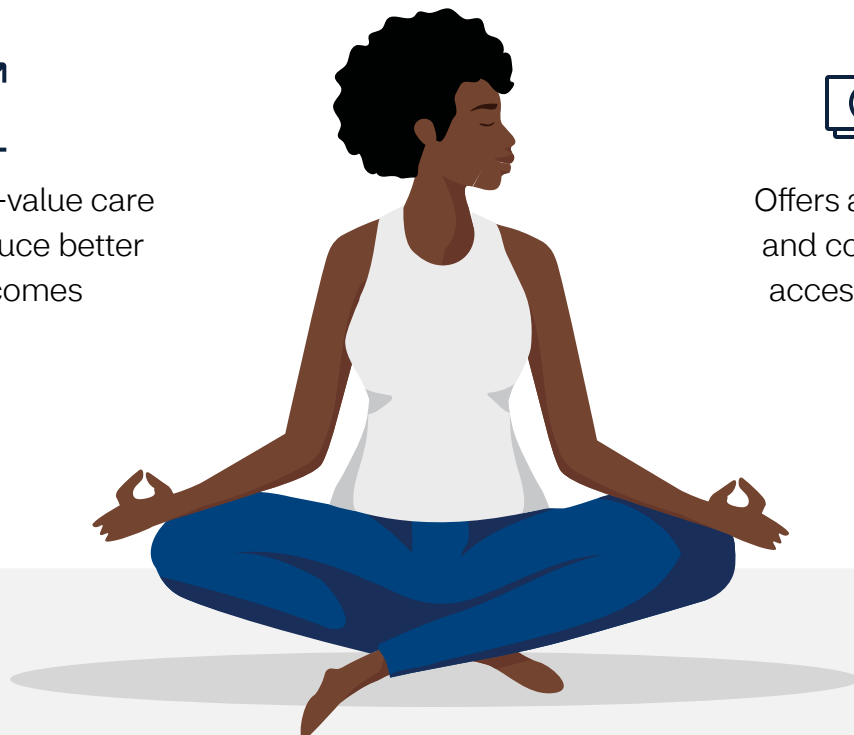
Helps women overcome economic and social obstacles by offering multiple ways to get care



Provides higher-value care that helps produce better health outcomes



Offers affordable and convenient access to care





## Women are especially impacted by certain diseases and conditions



### Cardiovascular disease

Women generally don't know the warning signs of a heart attack.\* That may be because in clinical trials studying heart disease women make up less than 40% of research subjects.\*



### Autoimmune disease

Autoimmune disorders are twice as likely to affect women.\* Nearly 80 percent of people living with an autoimmune disorder are women.\*



### Musculoskeletal disease

Women have a higher risk for developing osteoarthritis, osteoporosis and carpal tunnel.\*

\*FOR WOMEN DON'T KNOW THE WARNING SIGNS OF A HEART ATTACK: Aubry, Lisa. The Truth About Heart Disease in Women. Loma Linda University Health. July 5, 2023; <https://news.llu.edu/health-wellness/truth-about-heart-disease-women>. Accessed June 11, 2024.

\*FOR FEWER THAN 40%: AAMC. Why We Know So Little About Women's Health. March 26, 2024. <https://www.aamc.org/news/why-we-know-so-little-about-women-s-health>. Accessed June 24, 2024.

\*FOR AUTOIMMUNE DISORDERS ARE TWICE AS LIKELY TO AFFECT WOMEN: Goldman, Bruce. Stanford Medicine-led Study Shows Why Women Are at Greater Risk of Autoimmune Disease. Stanford Medicine. February 1, 2024; <https://med.stanford.edu/news/all-news/2024/02/women-autoimmune.html>. Accessed July 11, 2024.

\*FOR 80 PERCENT OF PEOPLE LIVING WITH AN AUTOIMMUNE DISORDER ARE WOMEN: Goldman, Bruce. Stanford Medicine-led Study Shows Why Women Are at Greater Risk of Autoimmune Disease. Stanford Medicine. February 1, 2024; <https://med.stanford.edu/news/all-news/2024/02/women-autoimmune.html>. Accessed July 11, 2024.

\*FOR WOMEN HAVE A HIGHER RISK FOR DEVELOPING OSTEOARTHRITIS, OSTEOPOROSIS AND CARPAL TUNNEL: Mansoor U. et al. Osteoporosis in Females. Stat Pearls. June 12, 2023. <https://www.ncbi.nlm.nih.gov/books/NBK559156>. Accessed June 12, 2023. And World Health Organization. Osteoarthritis. July 14, 2023. <https://www.who.int/news-room/fact-sheets/detail/osteoarthritis>. Accessed June 12, 2024.



## Holistic health includes caring for mental well-being

Delivering holistic health means ensuring that a health plan includes elements that go beyond traditional medical benefits. That involves providing robust mental health resources that are integrated with other benefits. These resources should offer support across life stages like adolescence and midlife, and during key life moments like pregnancy, caregiving or a new diagnosis of a condition, such as breast cancer.

When mental health support resources are widely available through in-person and virtual care, women may be more likely to use them when they need them. By aligning mental health benefits with pharmacy and medical benefits, an employer is able to provide the type of integrated, holistic support that can help women maintain long-term well-being.



**One-third** of women experience sexual and/or domestic violence — a rate much higher than men.\*



Women are **twice as likely** as men to be diagnosed with depression.\*



Women report a **higher average level** of chronic stress than men.\*

\*FOR ONE-THIRD OF WOMEN EXPERIENCE SEXUAL AND/OR DOMESTIC VIOLENCE: World Health Organization. Violence Against Women. March 25, 2024. <https://www.who.int/news-room/fact-sheets/detail/violence-against-women>. Accessed June 11, 2024.

\*FOR WOMEN ARE TWICE AS LIKELY AS MEN TO BE DIAGNOSED WITH DEPRESSION: Anxiety & Depression Association of America; "Women and Depression"; November 3, 2023; [https://adaa.org/find-help-for/women/depression#:~:text=Women%20\(10.4%25\)%20were%20almost,their%20personal%20and%20professional%20lives](https://adaa.org/find-help-for/women/depression#:~:text=Women%20(10.4%25)%20were%20almost,their%20personal%20and%20professional%20lives).

\*FOR WOMEN WITH HIGHER AVERAGE LEVEL CHRONIC STRESS: Medaris, A. Women say they're stressed, misunderstood, and alone. American Psychological Association. November 1, 2023. <https://www.apa.org/topics/stress/women-stress>. Accessed July 9, 2024.

# Holistic care considers lifestyle and environmental factors

Women face persistent barriers when they try to seek care, including higher costs, time constraints, stigma and bias.

The best health benefit plans offer multiple ways for women to get care that works for their unique circumstances. They can also help women overcome challenges posed by their environment. This includes offering local retail health care centers and pharmacies that are open later and on weekends. It also includes access to quality virtual care options and health providers who are specially trained in women's health needs.

These touchpoints make health services more accessible and able to deliver the type of care women value, often at more affordable prices.



**Women are the chief medical officers** of their families and serve as primary caregivers for aging parents and children. However, they also **face equity-related roadblocks** while trying to achieve their own health goals. **We must improve women's access to care.**"



**Dr. Joanne Armstrong**

Vice President and Chief Medical Officer for Women's Health and Genomics at CVS Health®



## A holistic approach leads to benefits everyone values

Holistic care leads to healthier employees. It can also lead to a greater return on investment (ROI). That's because having healthier employees generally means improved productivity, reduced presenteeism and absenteeism, and lowered total cost of care.



# 28%

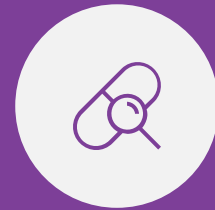
of all employees experience **productivity loss** due to a **chronic condition**.\*



Women are **more likely to delay or postpone** needed health care due to cost.\*



Women handle **over 75%** of all **unpaid labor**.



Women are up to **30% more likely** to be **misdiagnosed** than men.\*

\*FOR 28% OF ALL EMPLOYEES EXPERIENCE PRODUCTIVITY LOSS DUE TO A CHRONIC CONDITION: One Medical. Employee Health Status and 2024 Priorities. April 30, 2024. <https://www.onemedical.com/business/resource-center/workplace-health-report>. Accessed June 12, 2024.

\*FOR WOMEN ARE MORE LIKELY TO POSTPONE NEEDED HEALTH CARE DUE TO COST: Viscomi, L. How financial concerns are costing women their health. Healthgrades. March 24, 2023. <https://b2b.healthgrades.com/insights/blog/how-financial-concerns-are-costing-women-their-health>. Accessed June 24, 2024.

\*FOR WOMEN HANDLE OVER 75% OF UNPAID LABOR: Epker, E. Women Handle 75% Of All Unpaid Labor. Their Health Pays The Price. Forbes. October 21, 2023. <https://www.forbes.com/sites/evaepker/2023/10/31/women-handle-75-of-all-unpaid-labor-their-health-pays-the-price>. Accessed June 24, 2024.

\*FOR WOMEN ARE UP TO 30% MORE LIKELY TO BE MISDIAGNOSED THAN MEN: Szabo, L. Women and Minorities Bear the Brunt of Misdiagnosis. January 18, 2024. KFF Health News. <https://kffhealthnews.org/news/article/medical-misdiagnosis-women-minorities-health-care-bias>. Accessed June 12, 2024.





Almost **half of women** surveyed say their health issues have **affected their work productivity** in the past 60 days.\*



When approached holistically, there are solutions that can help close gaps in care among women. One example of this is an employee-sponsored wellness program that considers all aspects of a person's well-being, including physical, mental, financial and social health. In general, women are more likely than men to participate in a health-related program and, in turn, reap the health benefits. Programs that help keep employees healthy and happy can offer companies a competitive edge when it comes to retaining and attracting talent and improving workplace gender diversity.

Since women represent nearly half of the workforce, holistic care is a critical component of effective health plans.\* Supporting your talent with valuable health solutions for their specific needs is an important part of ensuring they remain *your* talent.

\*FOR AFFECTED THEIR WORK PRODUCTIVITY: Landi, H. 8 in 10 women delay care until their symptoms worsen, survey finds. This is bad for patients and employers. Fierce Healthcare. October 3, 2023. <https://www.fiercehealthcare.com/health-tech/8-10-women-delay-care-until-their-symptoms-worsen-survey-finds-bad-patients-and>. Accessed June 24, 2024.

\*FOR WOMEN REPRESENT NEARLY HALF OF THE WORKFORCE: Schaeffer, K. For Women's History Month, a look at gender gains – and gaps – in the U.S. Pew Research. February 27, 2024. <https://www.pewresearch.org/short-reads/2024/02/27/for-womens-history-month-a-look-at-gender-gains-and-gaps-in-the-us>. Accessed June 24, 2024.

# What does holistic care look like when designing health benefits?



**It looks like understanding your population's health needs.**

Delivering services that address the health needs of your workforce can help control claim costs, reduce absenteeism, and keep employees healthier and more satisfied.



**It looks like broad, accessible mental health support.**

Providing integrated mental health resources through various access channels and throughout different life events makes it easier for women to get mental health support and maintain their long-term well-being.



**It looks like tailoring health services to women's life events and the health issues that impact them.**

One way to empower women throughout their lives is to offer resources, education and specialized support.



**It looks like care that's convenient and affordable.**

Women routinely face economic, social and environmental barriers to care. Quality virtual care, specially trained doctors, and local retail health care centers make health services more accessible and often more affordable.



**It looks like programs that support well-being.**

From biometric screenings to tobacco cessation resources to wellness and nutrition coaching, programs that span a continuum of care give women a variety of ways to stay healthy.



**It looks like customizing programs to help those who need it most.**

Tailored offerings can help address the geographic and socioeconomic challenges facing women in the workplace, including those in the LGBTQ+ community and women of color.

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