

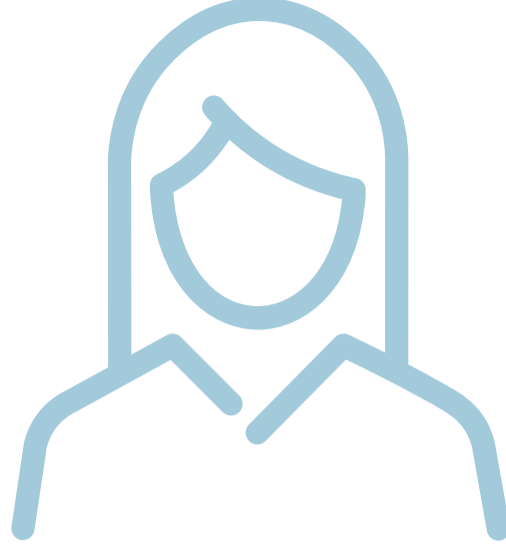
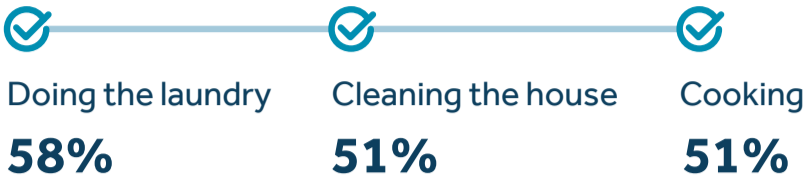
# Women's well-being

## How gender imbalances are affecting emotional, financial, and workplace well-being for women

Parenthood and caregiving responsibilities are creating challenges for women that are impacting their lives as well as the workforce.

Although women make up **nearly half of the US workforce**, gender imbalances persist when it comes to housework.

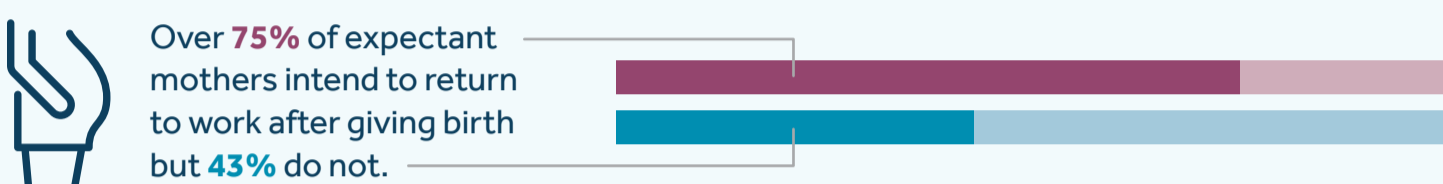
### Women shoulder primary responsibility for:



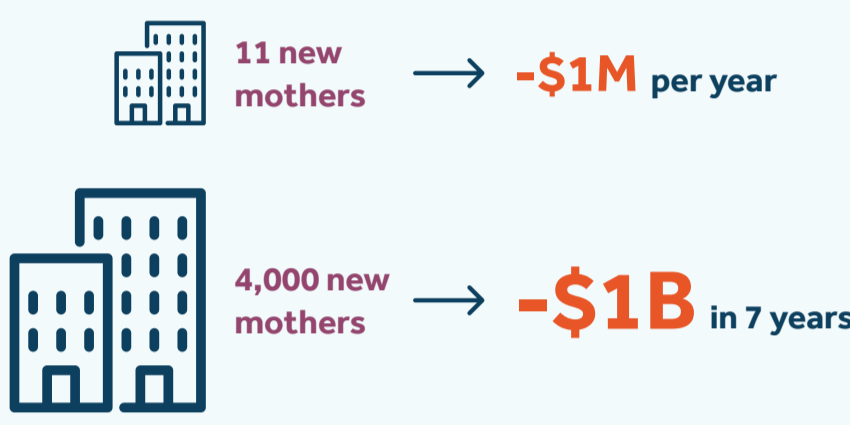
Women are also more likely to be single parents and caregivers than men.

**2 in 3** single working parents are mothers.

### Which is leading to more women dropping out of the workforce due to having a child.

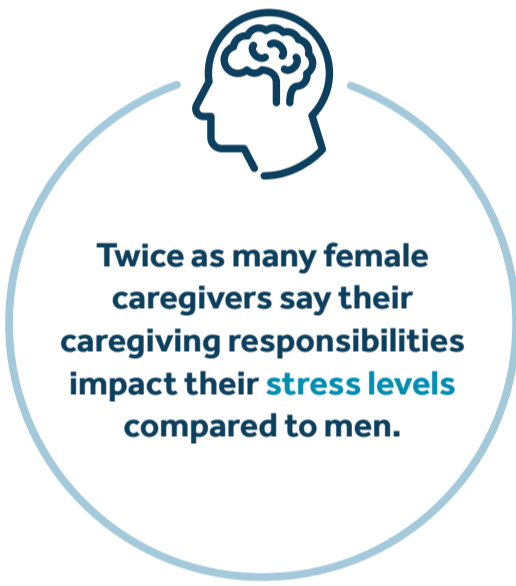


A small company with 11 new mothers could lose over \$1 million per year, while a big company with 4,000 new mothers could lose over \$1 billion in just seven years due in part to the costs of replacing female employees who do not return.



### Caregiving responsibilities also disproportionately impact women.

As a result, with little time to look after themselves, women's physical health, mental health, and financial well-being suffer.



Rate their emotional health as very good or excellent

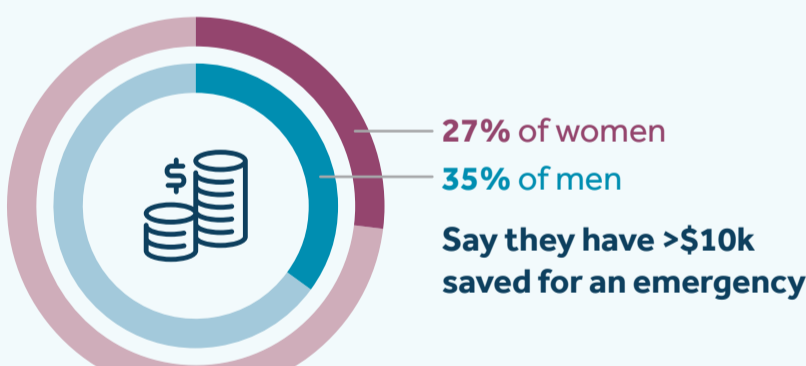


Exercise regularly



Maintain a healthy weight

### And women are more likely to live paycheck to paycheck, with 64% saying money is the leading cause of stress in their lives.



**4 out of 5** women don't see a financial professional



**Only one-third** of women rate their financial health as very good or excellent

## Addressing the needs of women's well-being

Although there are gaps that still need to be closed, women can take steps to build their financial confidence.

**Know where you're going** by identifying your life goals, while keeping them SMART: specific, measurable, achievable, relevant and time-bound. Here are some [tips for defining your life goals](#).

**Build your values frame** by redefining your financial fundamentals. Outline what's important to you and what you want to achieve before getting started.

**Make small changes for big results**, such as opting for home cooked meals over eating out. Making slight tweaks to your daily activities can lead to serious savings.

**Understand your personal views** on money and if your priorities and behaviors are misaligned. Take our [Financial & Emotional Confidence Quiz](#) to find out where you are now and the changes you can make to overcome your confidence gaps.

**Increase your knowledge** by consulting with a [financial representative](#). It's important to find someone you trust who can assess your situation and provide guidance.

**Financial representatives work with clients to build their financial confidence and wealth.** If helping others live better lives and having a positive impact on your community for generations to come are passions of yours, learn more about what it means to join The Guardian Network® as a financial representative [here](#).