



Women and investing:

Supporting your workforce equitably



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✕ ✕ ✕ ✕
✕ ✕ Did you know ✕ ✕
✕ ✕

women will control
42% of the country's
wealth by 2028?

Growing economic power



57.7% of Canadian post-secondary graduates are women

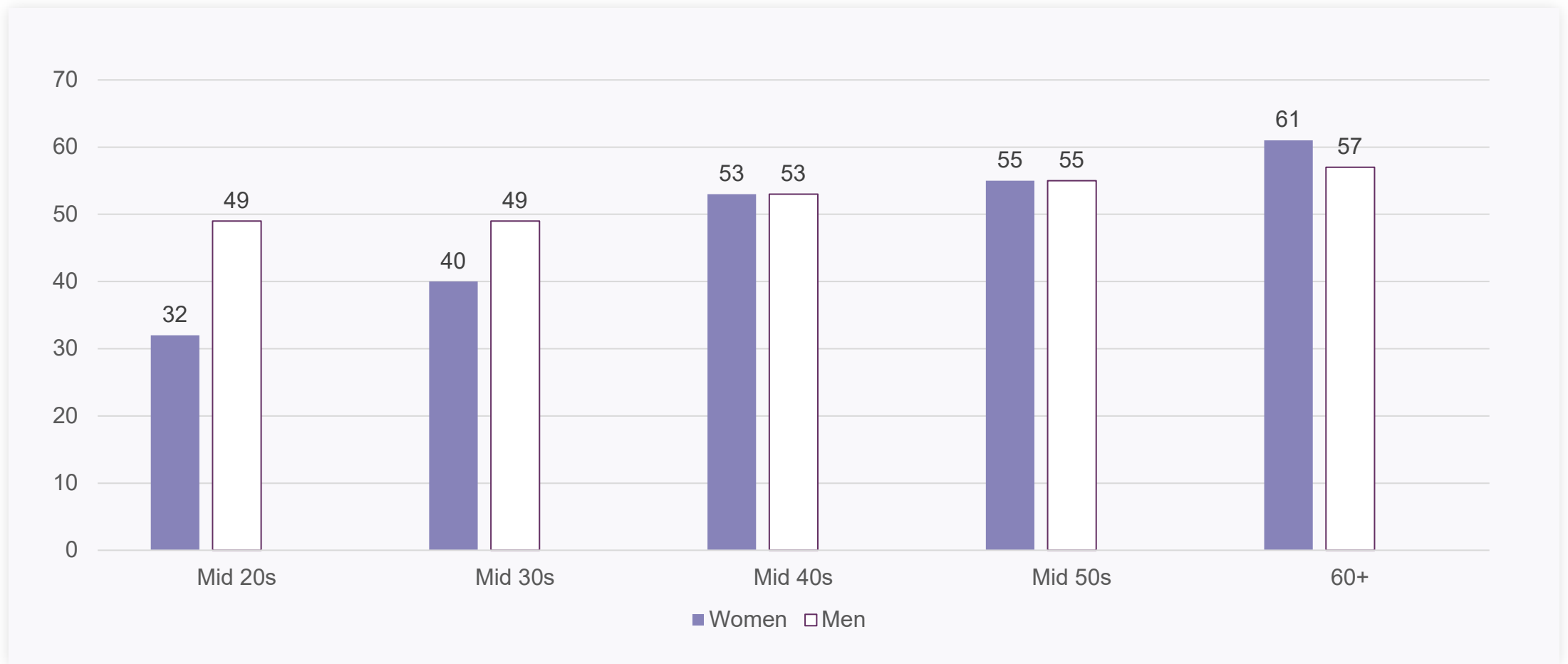


Women have reached record employment rates with 85.7% of women participating in the workforce

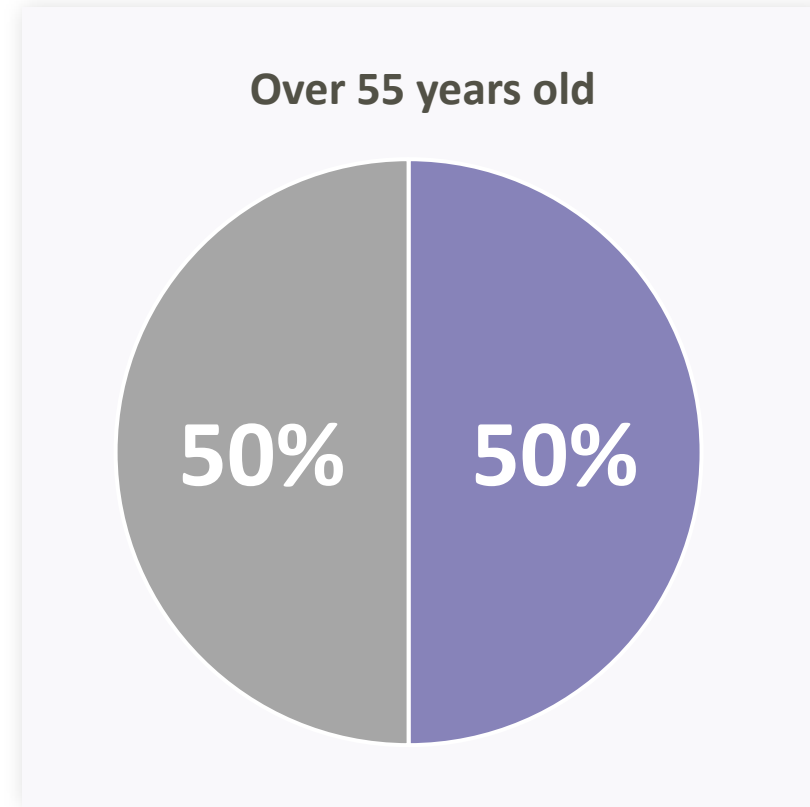
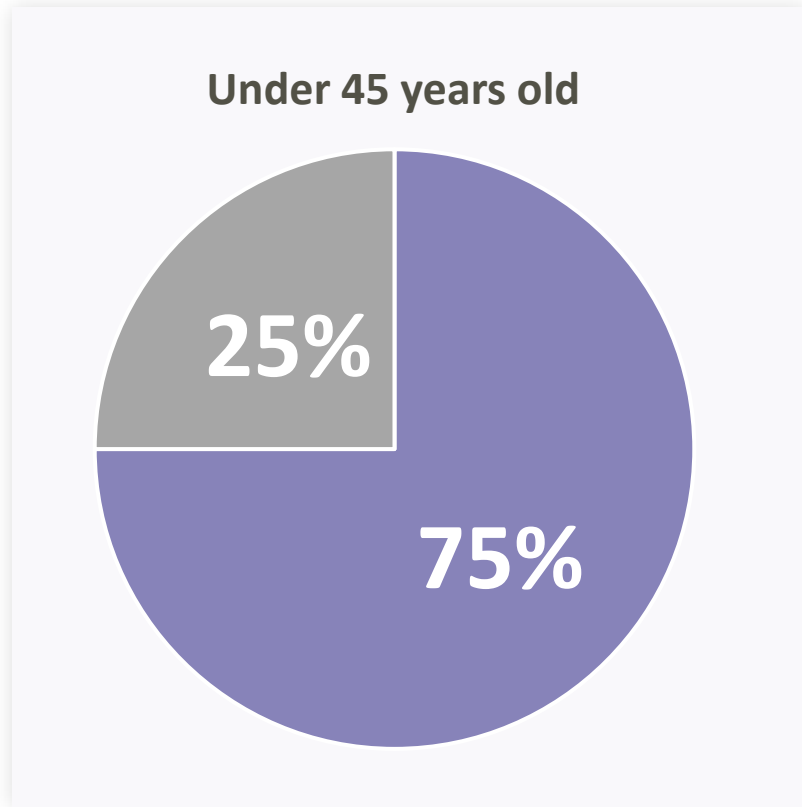


In 17% of Canadian households, women earn more than half of the household income

Confidence grows over time



Age impacts financial confidence



Manage their own finances



Leave it to others to manage

Caring for dependant children and aging parents



Sandwiched women

- Almost twice as likely to take leave to care for others than men
- Spend an average of 12 years out of the workforce to care for others
 - 76% of Canada's part-time workers are women
 - 25% reported childcare as reason for working part-time compared to 3% of men
- 30% of women who paused their careers had to re-enter work from retirement due to reduced savings

Experiencing the breakdown of marriage



Divorced women

- Nearly 70% of divorces in Canada are initiated by women
 - If a close friend divorces, a person's chance of divorce goes up 75%
- In 2022, there were 1.55 million divorced women living in Canada and 1.23 million divorced men
- The average woman's standard of living drops 27% after a divorce, while the average man's increases 10%

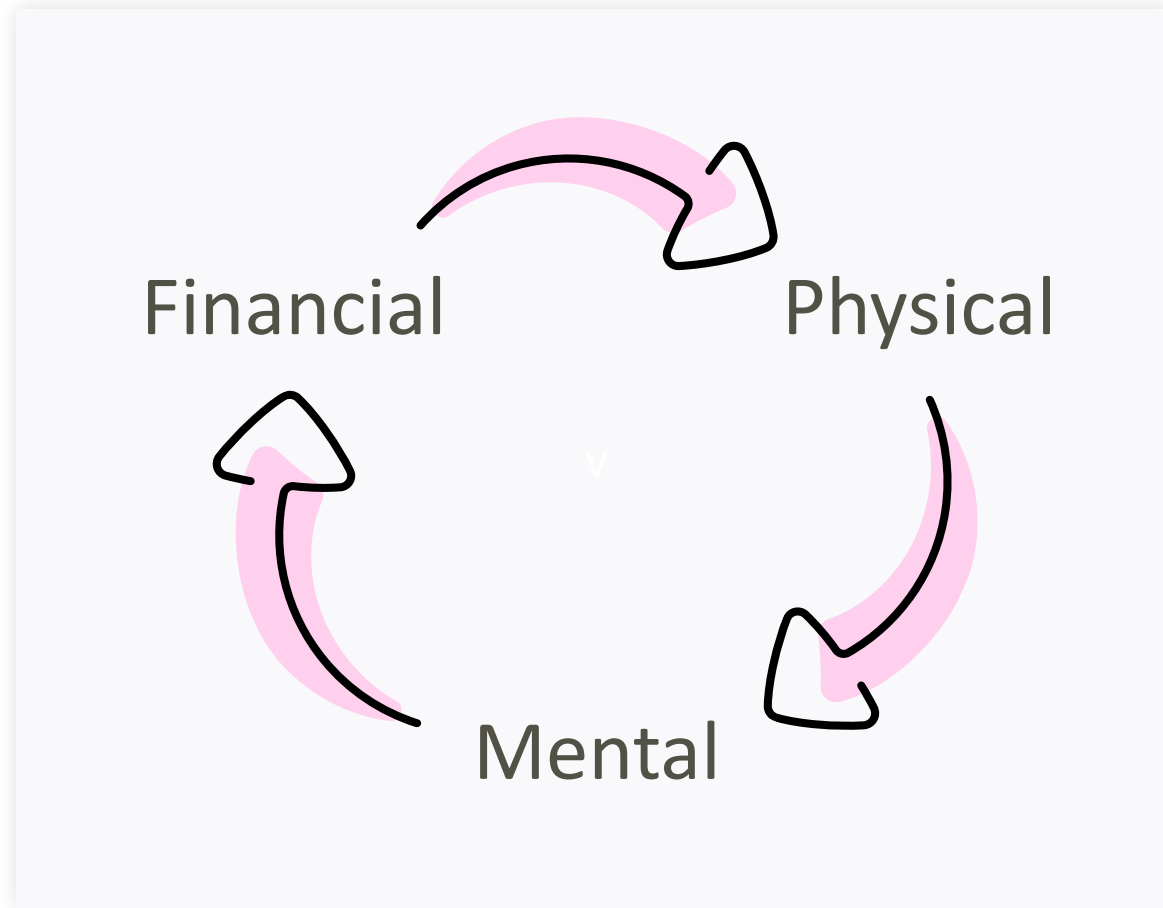
Enduring the loss of a spouse



Widowed women

- 47% chance one spouse in Canadian couples will live past age 90
- Women more likely to outlive their spouse by at least several years
- 90% of women will be required to be the sole financial decision maker at some point in their life

A closer look at well-being connections





✧ ✧ ✧ ✧
✧ “We must open the doors
and we must see to it they
remain open, so that others
can pass through.” ✧ ✧

Rosemary Brown
Canadian politician and activist

How plan sponsors can help



Promote financial independence

- Make advice accessible to Canadian women
 - 73% don't have a financial plan
 - 63% don't have a financial advisor
 - 83% don't use free digital planning tools
- Provide helpful resources on financial literacy and emergency readiness
- Know what your plan members need
 - Support the education of your members' young daughters



International Women's Day

Friday, March 8

The background is a solid dark purple. In the top right corner, there is a large, thick, light purple arc. In the bottom left corner, there is a dashed line made of short, light purple segments. The text "Thank you" is centered in the upper half of the image in a white, sans-serif font. There are several decorative stars: two pink four-pointed stars and three smaller grey four-pointed stars, scattered around the text.

Thank you