



# Supporting the Struggles of Working Women in 2024

Panel Discussion



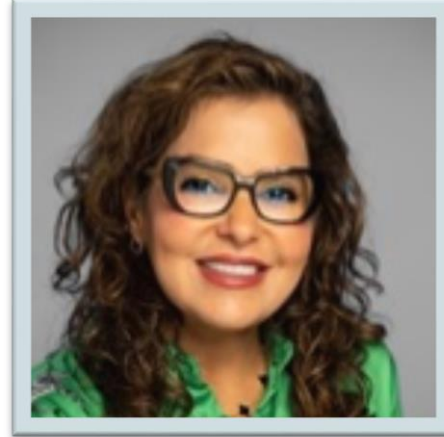
# Today's Panel



**Rebecca Warnken**  
Senior Vice President,  
Health Solutions  
Aon



**Marsha Greene-Jones**  
Deputy Director,  
Employee Benefits  
City of Philadelphia



**Dr Reetika Kumar, MD**  
Vice President,  
Market Clinical Solutions  
Independence Blue Cross



**Juliet Vestal**  
Corporate Vice President,  
Total Rewards  
B. Braun Medical

# Working women: are we ok?

Supporting women through benefits is a top employer priority in 2024

In 2023:



**33%**

working women reported **burnout** “very often” or “always” vs. 25% of men<sup>1</sup>



**69%**

of **mental health leaves** were taken by women<sup>2</sup> (which surged +33% over 2022)



**40%**

of women neglected their mental health due to **caregiving**<sup>3</sup>



Lower **psychological (& physical) safety:** **1.5-2.5x**  
More microaggressions experienced by women at work than men<sup>4</sup> (even more for women of color, LGBTQ+, and women with disabilities)

Sources:

1. <https://www.gallup.com/workplace/512888/debunking-lazy-girl-jobs-women-really-work.aspx>
2. <https://www.shrm.org/topics-tools/news/benefits-compensation/mental-health-absences-surge-workplace-compsych>
3. Calm 2023 Workforce Mental Health Trends Report
4. McKinsey & Company Women in the Workplace 2023 Report

## 2024 Employer Benefit Priorities

- #1 Manage healthcare cost and trend
- #2 **Attract and retain employees**
- #3 **Support workforce health and wellbeing**
- #4 Improve healthcare access and affordability
- #5 Monitor and prove impact of programs

## Top Areas of Employer Focus

Mental Health	Advancing Benefits Equity
Financial Wellbeing	Women's+ Health
Caregiving	

Source: 2024 Aon Health Survey