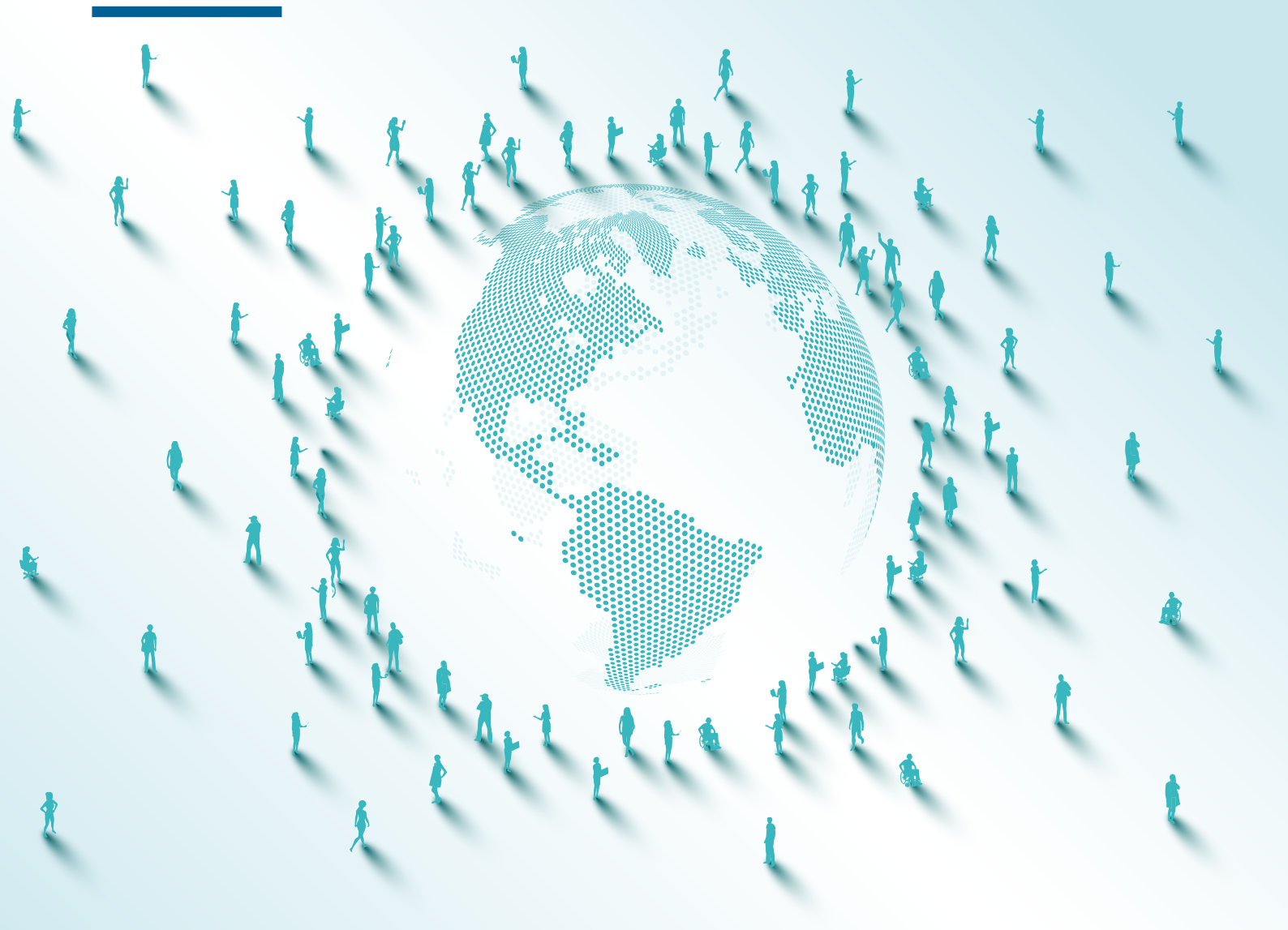


GLOBAL THOUGHT LEADERSHIP

Working Women Around the World

Latest insights on work, wealth, and well-being



With women accounting for approximately half of the global workforce, how does your benefit strategy specifically tailor to the needs of working women, especially when considering your workforce may span cultures, countries, or even continents?

Here are some of our findings from the latest **Global Sentiment Survey** that may help employers better understand and support the needs of working women around the world.

Key Takeaways

- While most women describe the state of work and work/life balance as “good,” **there are some groups in certain regions that are more likely to rate work and work/life balance as “good” than others.**
- Caused by the increasing impact of inflation, **the rising cost of living is the leading stressor** for most women across the world.
- There is a **concerning difference** between the financial goals women set and their confidence in achieving those goals.
- **In most regions, working women are consistent** in what they say are important parts of their workplace benefits package and types of support they want from their employers.
- Nonetheless, there are **certain regions where working women want specific types of benefits and support** from their employers.

The Fidelity Global Sentiment Survey



reflects a snapshot of the attitudes of more than

10,000

working individuals that identify as women and



20,000

working professionals in total



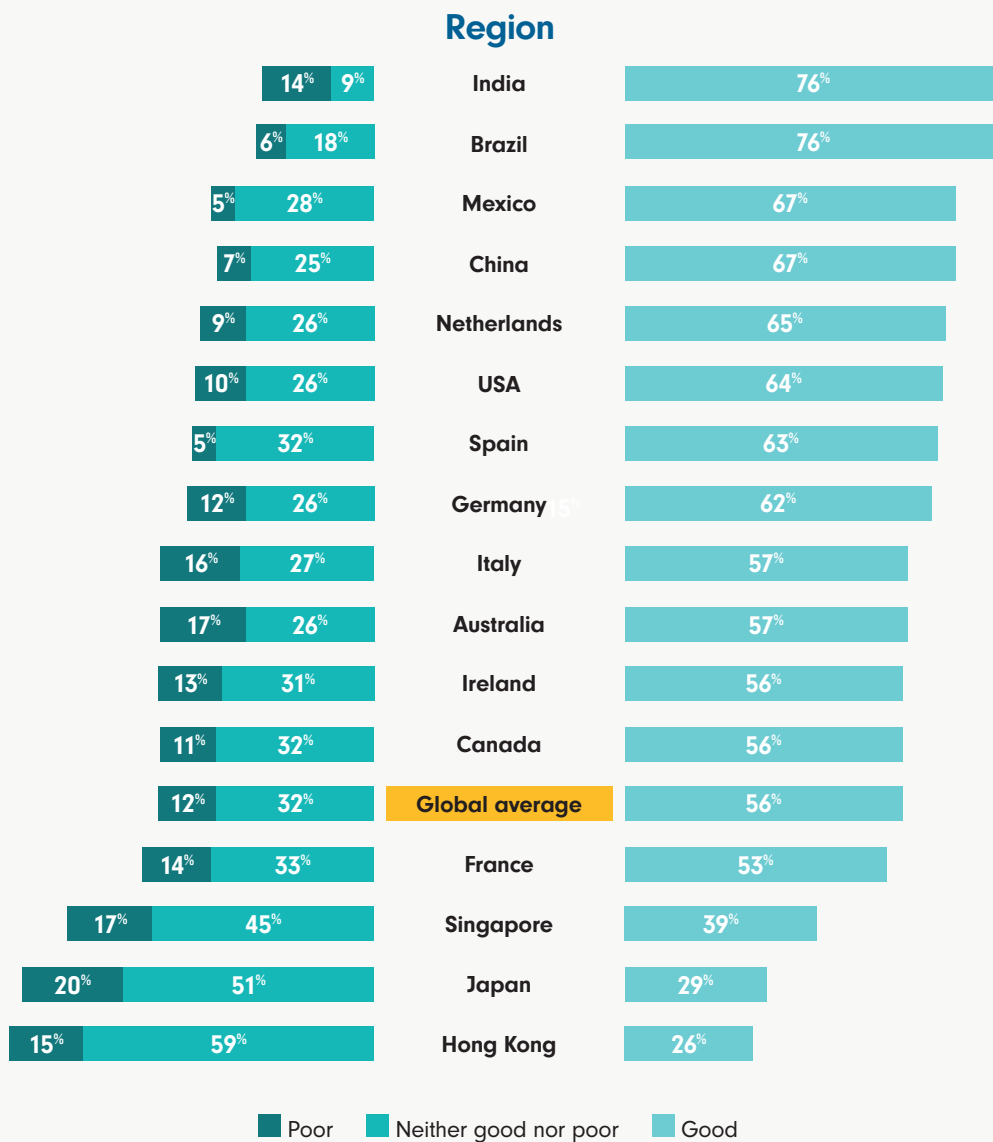
in **17** international markets

How are women feeling about work?

With the exception of **Singapore, Japan, and Hong Kong**, more than half of individuals that identify as women describe their state of work as **“good.”** **France** is the only European region that falls below the global average of individuals describing work as “good.”

While **India** has the largest number of women who describe their state of work as “good,” the region also has more women who describe their state of work as **“poor”** than the global average.

Other regions that rank above the global average of those describing the state of work as **“poor”** are in the Asia Pacific region (**Japan, Singapore, Australia, and Hong Kong**) and Europe (**Italy, France, and Ireland**).

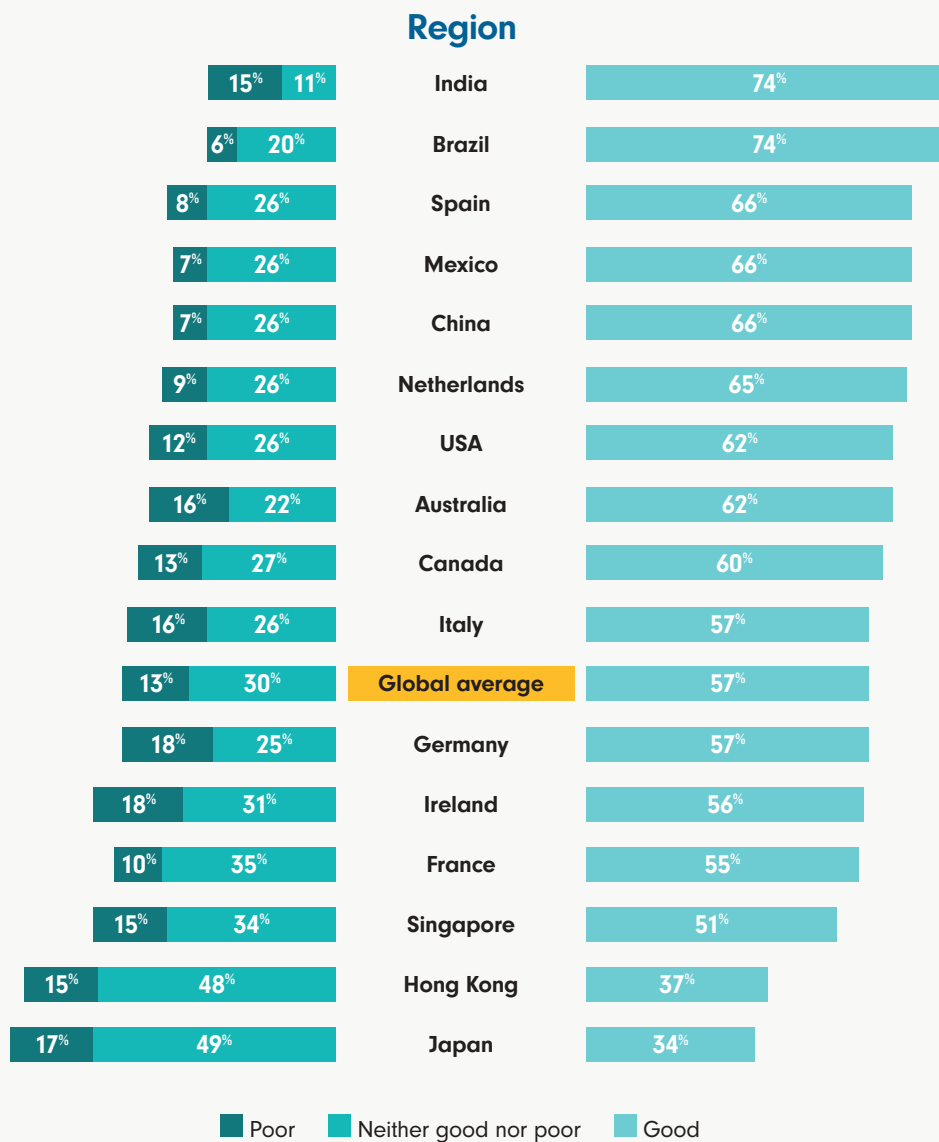


Source: The Fidelity Global Sentiment Survey 2022

How are women describing their work/life balance?

With the exception of **Hong Kong** and **Japan**, more than half of individuals that identify as women describe their state of work/life balance as **"good."** There are marked similarities with the previous graph.

Concerningly, **Germany, Ireland, Singapore, and Japan** all report higher averages of those who describe their work/life balance as "poor" and lower averages of those who describe it as "good."

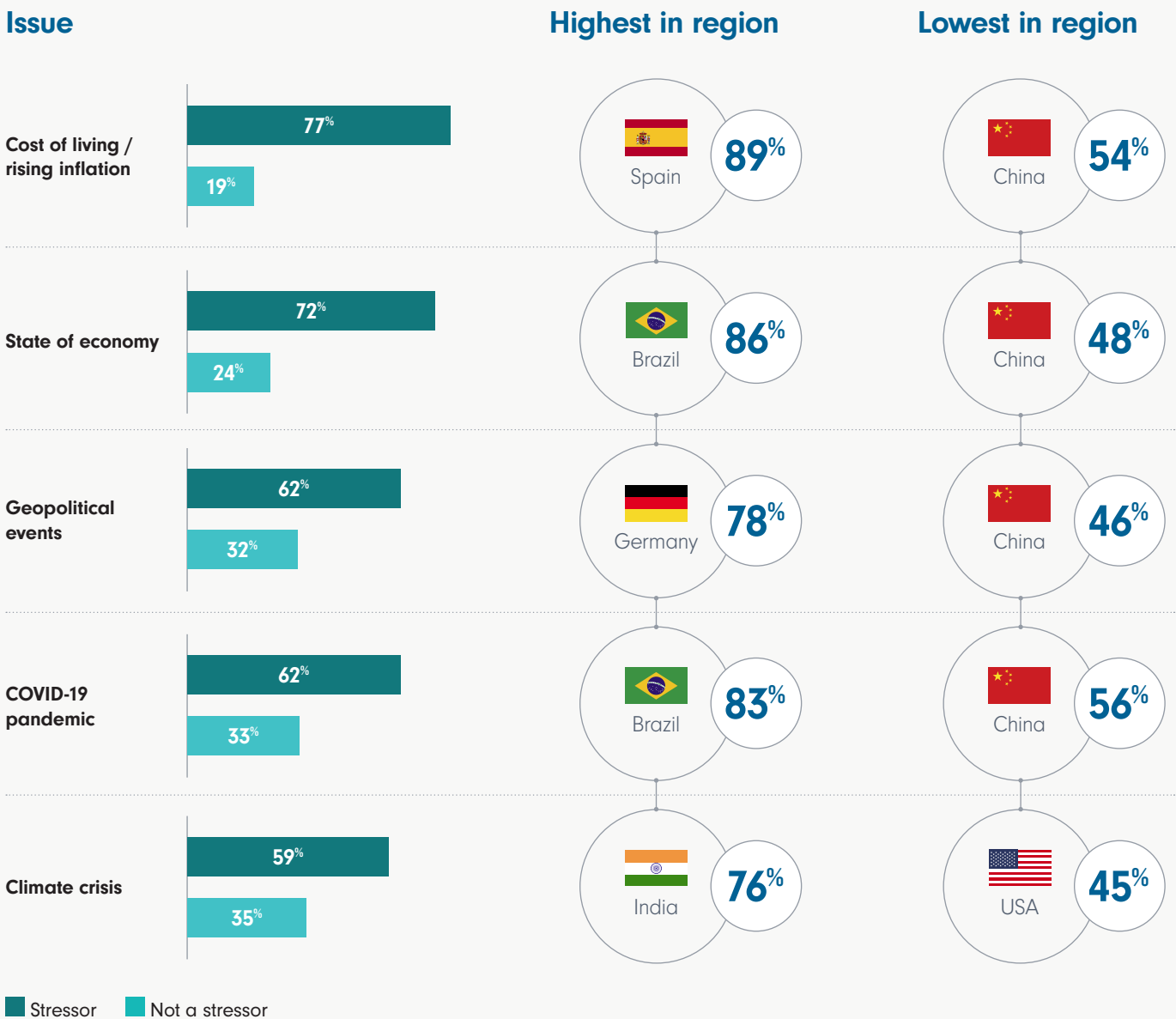


Source: The Fidelity Global Sentiment Survey 2022

What are the top 5 factors causing stress for women?

Unfortunately, there are several factors that are causing stress for working women around the world, with the **rising impact of inflation being the leading stressor** across all regions.

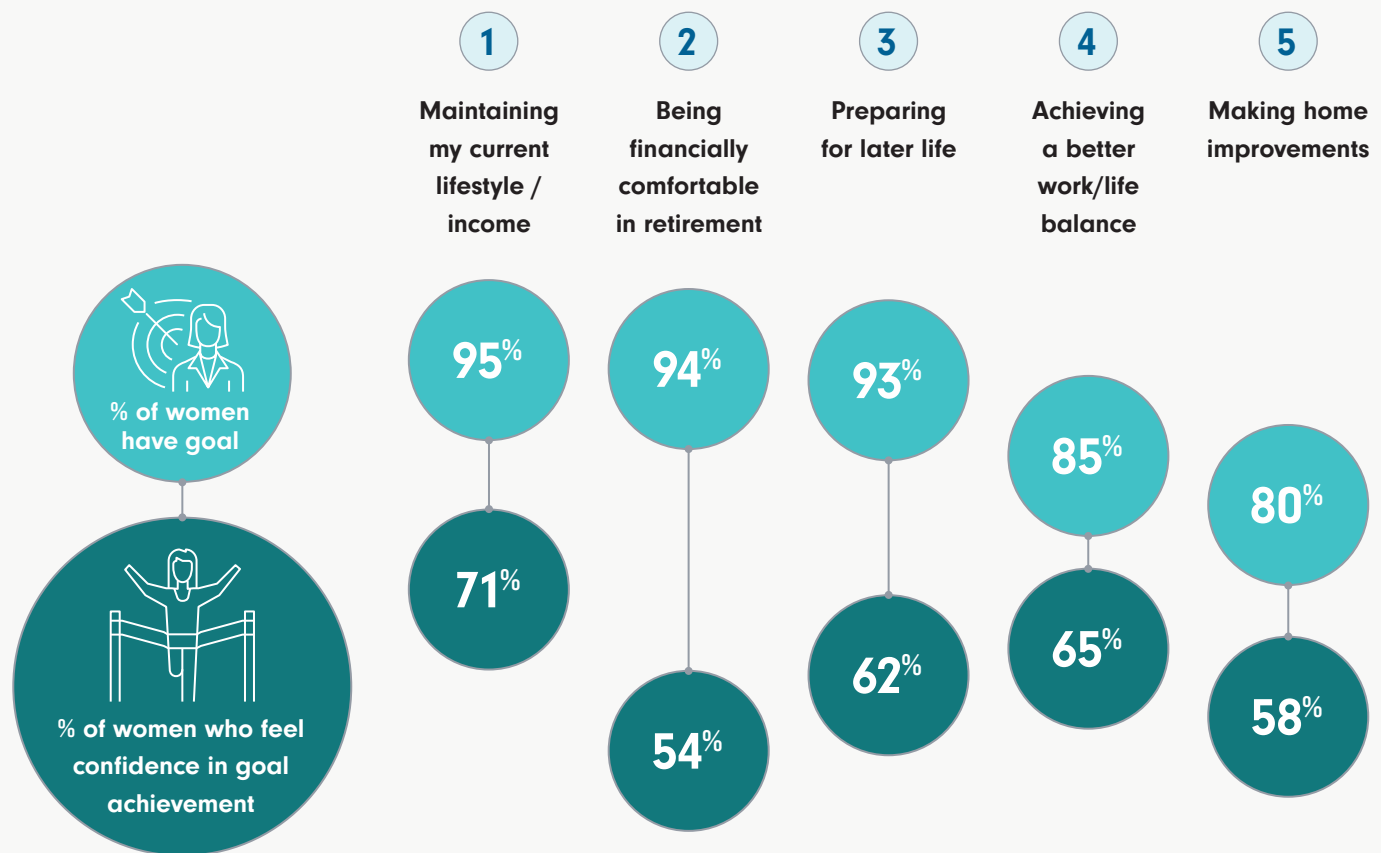
Across the world, women in **China** report the least number of factors causing stress.



Source: The Fidelity Global Sentiment Survey 2022

What are the top 5 financial goals for women?

Across the world, there is a **concerning difference** between the financial goals many working women have set and their confidence in achieving those goals. Nonetheless, women in **India, China, and Brazil** have the most confidence in achieving their goals.




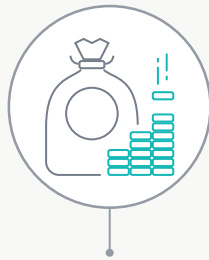
Source: The Fidelity Global Sentiment Survey 2022

What elements of a workplace benefits package are attractive to working women across the world?

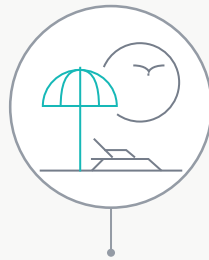
In most regions, women are consistent in what they say are important parts of **their workplace benefits package**.



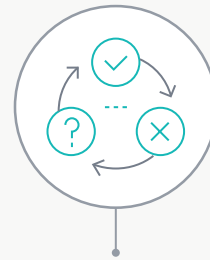
Bonus
most popular in
 Japan



Pension and/or Retirement Savings Plan
most popular in
 Canada



Annual Leave
most popular in
 Germany




Work Flexibility
most popular in
 Spain




Private Medical Insurance
most popular in
 Brazil

However, there are **additional offerings** deemed just as important in **other regions**.




Financial Allowance
most popular in
 Japan



Life Insurance
most popular in
 Mexico



Well-Being Support
most popular in
 Brazil



Benefits for Family/Children
most popular in
 Italy



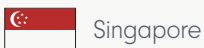
Extended Leave
most popular in
 Japan

What types of support are women seeking from their employers?

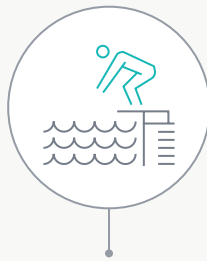
In most regions, women are once again consistent in what **types of support they want from their employers**.



Work/Life Support
most popular in



Mental Health & Well-Being Support
most popular in



Physical Health Support
most popular in



Phased Retirement
most popular in



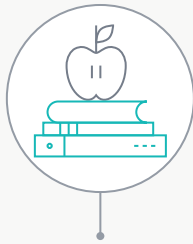
Life and Disability Benefits & Support
most popular in



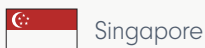
However, there are **additional types of support** deemed just as important in other regions.



Retirement Planning Education
most popular in



Opportunities for Ongoing Learning
most popular in



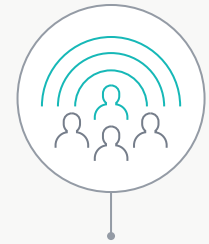
Financial & Investing Education
most popular in



Formal Education Support
most popular in



Caregiving Support
most popular in



Diversity, Equity, & Inclusion Programs
most popular in



Employer tip: Providing retirement planning education is an excellent way to support the 94% of women who share the goal to be financially secure in retirement.

Source: The Fidelity Global Sentiment Survey 2022

Offering benefits that matter to women drives greater outcomes for employers.

By better understanding the attitudes and needs of women in their companies, employers may be able to effectively create cost-effective benefit offerings that prove valuable to working women-across generations, lifestyles, and cultures-and satisfy talent-related priorities as well as improve the diversity, equity, and inclusion-related outcomes.

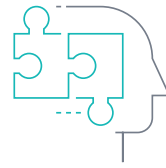
Suggested actions for employers to consider to better meet the needs of the women in their workforce



Invest in employee well-being.
Advocate for mental health support in the workplace and support employee resource groups.



Make manager training a priority.
Continue to support and train managers with all changes and well-being strategies that support their teams.



Start with the fundamentals of a benefits strategy, and understand where your **benefits budget has the most impact** by adapting to the specific needs of your workforce.

Global Thought Leadership

Acknowledgements and endnotes

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Endnotes & other important information

International Labour Organization, March 2023

* The Fidelity 2022 Global Sentiment Survey refers to the data collection, research, and analysis for the above markets in regard to global employees and was completed in partnership with Opinium, a strategic insight agency. Data collection took place between August 2022 and September 2022. The sample consisted of 20,000 respondents with the following qualifying conditions: aged 20–75; either they or their partner were employed full-time or part-time; not all regions were asked about sexual orientation or gender identities (individuals that did not identify as either as male or female did not represent a statistically significant sample size and are not presented within this piece); a minimum household income of: Australia: A\$45,000 annually; China: RMB 5,000 monthly; Hong Kong: HK\$15,000 monthly; USA: US\$20,000 annually; Canada: CA\$30,000 annually; UK: £10,000 annually; Mexico: \$4,500 MXN monthly; Ireland: €20,000 annually; Germany: €20,000 annually; Netherlands: €20,000 annually; France: €20,000 annually; Italy: €15,000 annually; Spain: €15,000 annually; Japan: 3m yen annually; Brazil: R\$1,501 monthly; India: ₹55,001 annually; Singapore: SGD\$2,000 monthly.

‡ The Fidelity 2022 Global Employer Survey refers to the data collection, research, and analysis for the above markets in regard to multinational firms, also known as global employers, and completed in partnership with Dynata; a third-party market research company, using their global research panel in conjunction with their partner vendors. Data collection took place from December 2021 to January 2022.

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