



**HERMONEY**

**Alliance for  
Lifetime  
Income**

# **The State of Women in 2022**

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**Chapter 1**

April 12, 2022

# Outline

	<u>Page</u>
▶ Objectives, Methodology & Top Findings	3
▶ Insight 1      When It Comes To Love And Money, Most Women Prefer To Keep The Two Separate	7
▶ Insight 2      Women In Relationships Take On More Financial Responsibilities	11
▶ Insight 3      Women Are Focused On Getting Ahead At Work	14

# Objectives & Methodology

How do women feel about their money? Their work? Their futures?

After years of making progress on closing gaps, climbing ladders and shattering ceilings, we're learning (and hearing) how the pandemic has set women back. It's why HerMoney and the Alliance for Lifetime Income went straight to the source to survey The State of Women in 2022.

**Our Goal: Determine how women are really feeling — especially when it comes to their finances.**

## METHODOLOGY

The State of Women 2022 is based on an online study conducted in March 2022 of over 1,000 women who are members of the HerMoney community. They range in age from 18 to 75, most are college educated and employed full time. Two-thirds are married or partnered.

# Meet the HerMoney Community

An engaged group of problem-solvers, and proud of their financial accomplishments.

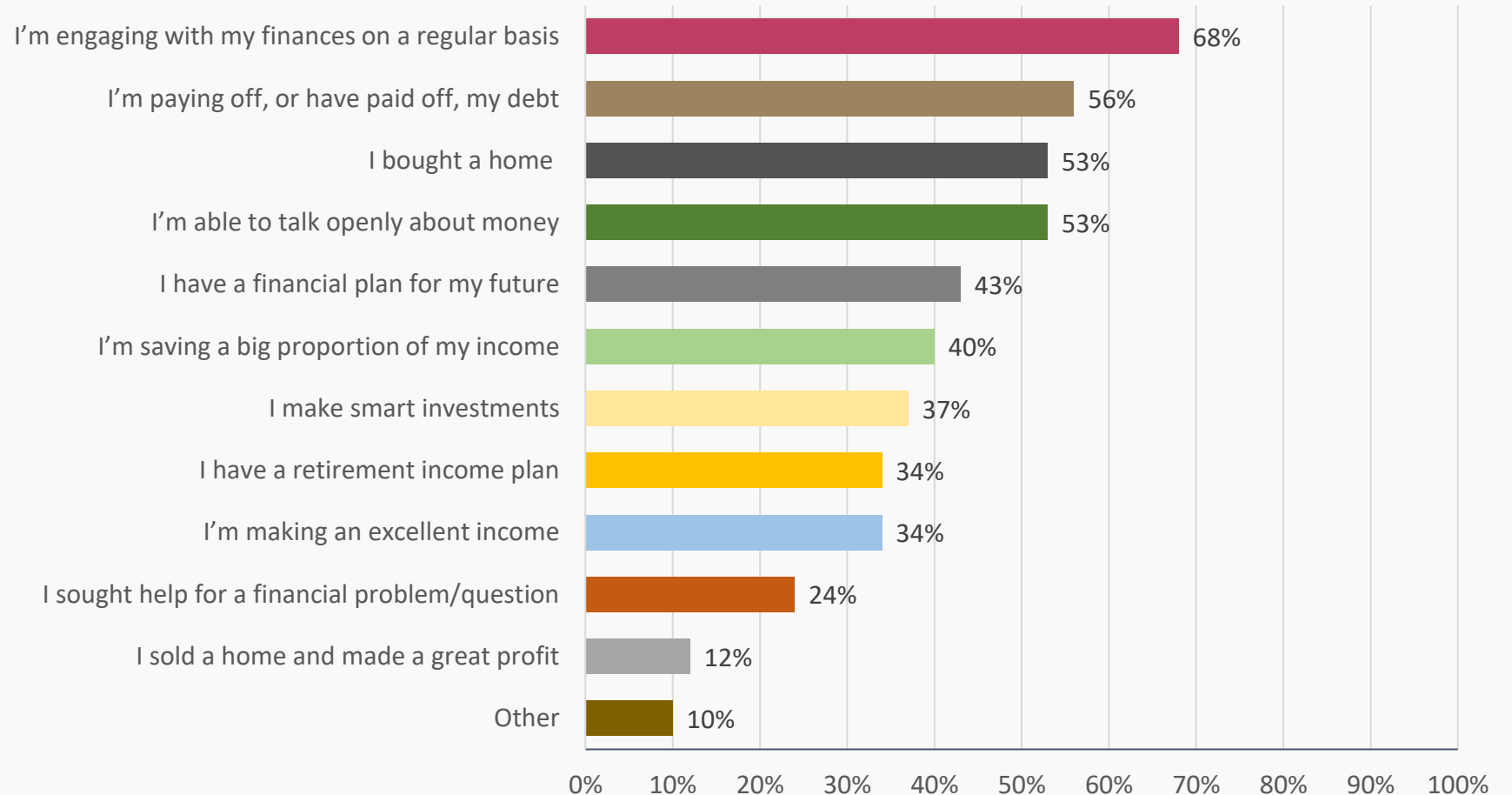
- ▶ **Over 1,000** female members from the HerMoney community.
- ▶ They represent a broad mix of ages and stages:
  - 12% are ages 18-34
  - 24% are ages 35-44
  - 31% are ages 45-54
  - 26% are ages 55-64
  - 7% are age 65+
- ▶ They're highly educated: **49%** have graduate degrees.
- ▶ They're affluent: **68%** have annual household incomes of **\$100,000 or more** – **31%** have incomes of **\$200,000 or more**.
- ▶ They have money to invest: **68%** have retail investable assets of **\$250,000 or more** – **31% have more than \$1,000,000**.
- ▶ **56%** are married and another **11%** are in committed relationships, while **16%** are single (never married), **14%** are divorced and **2%** are widowed.

# Women Are Proud of Their Financial Decisions

They're most proud of engaging with their finances on a regular basis.

**Q.**

*When it comes to how you've handled your finances, what are you most proud of? Check all that apply.*



# Top Findings

Women are breaking down stereotypes and taking control... of their finances, careers and futures.

**01**

Women in relationships take on more financial responsibilities than their partners.

**02**

When it comes to love and money, most women prefer to keep the two separate.

**03**

Women are focused on getting ahead at work.





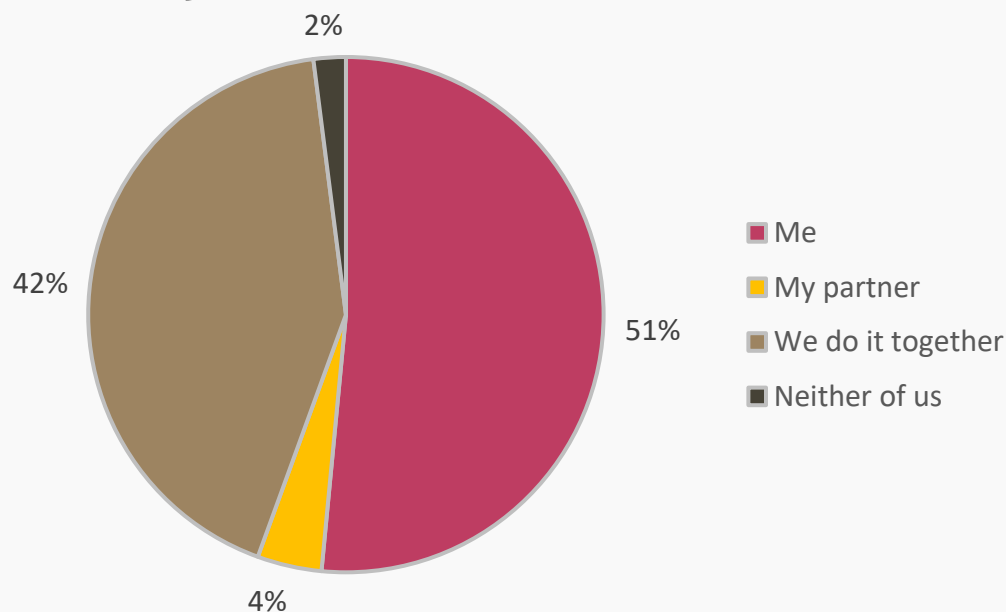
# Insight 1

**Women in relationships  
take on more financial responsibilities  
than their partners.**

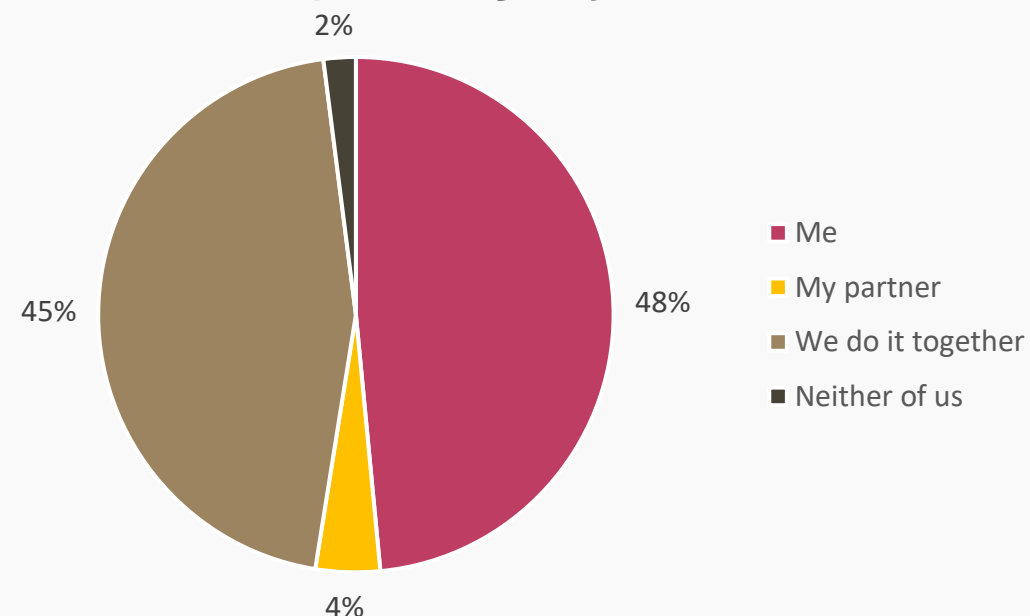
# Women in Relationships Take on More Financial Responsibilities Than Their Partners

More than half (51%) manage their household's investments—while nearly half (48%) manage retirement planning for themselves and their partners.

**Q.** *Who manages the investments in your household?*



**Q.** *Who has primary responsibility for retirement planning in your household?*





# Women in Relationships Take on More Financial Responsibilities Than Their Partners

On average, women who share money management duties with their partners take on more than half of the responsibilities.

**Q.** *What percentage of the following do you manage vs. your partner?*

The Household Finances



The Investments



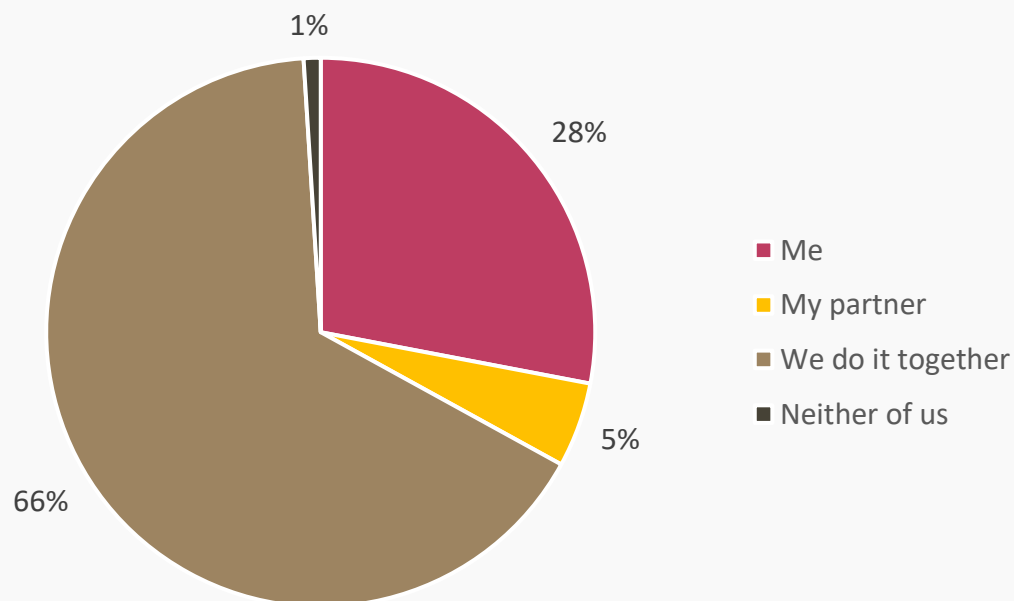
The Retirement Planning



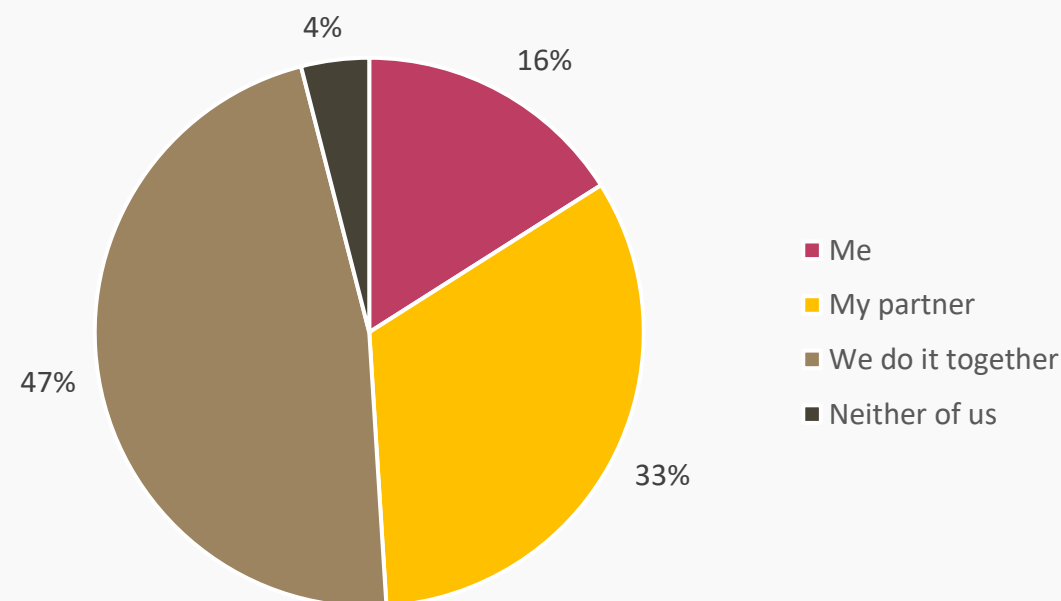
# Women in Relationships Take on More Financial Responsibilities Than Their Partners

They make it work by dividing household labor equitably.

**Q.** *Who handles the responsibilities for household chores in your household?*



**Q.** *Who handles the responsibilities for home maintenance in your household?*





## Insight 2

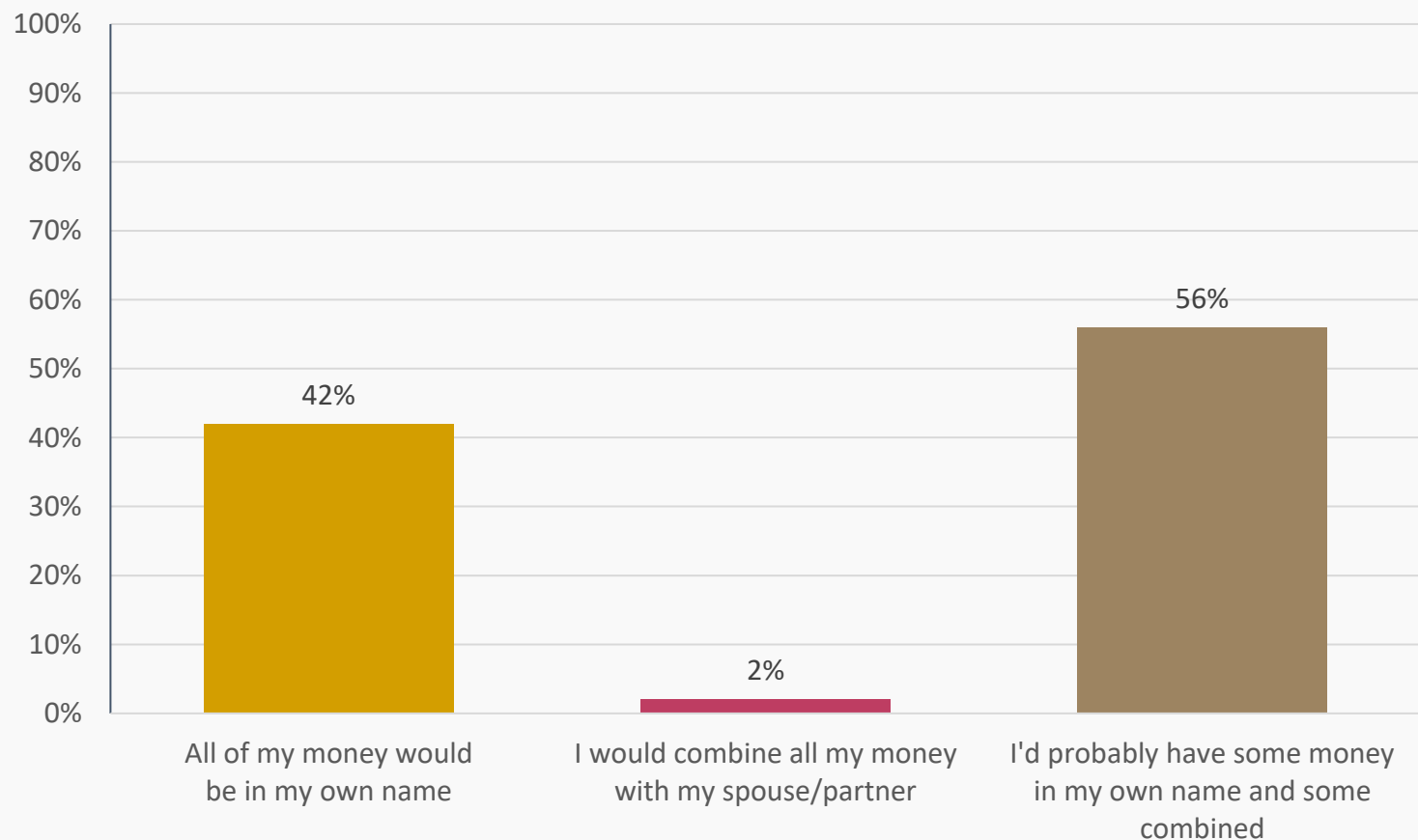
When it comes to love and money,  
most women prefer  
to keep the two separate.

# Women Prefer to Separate Love & Money

Among single women, only 2% would merge all their money with a spouse or partner.

**Q.**

*If you were to meet a partner you were serious about, how do you think you might organize your finances?*

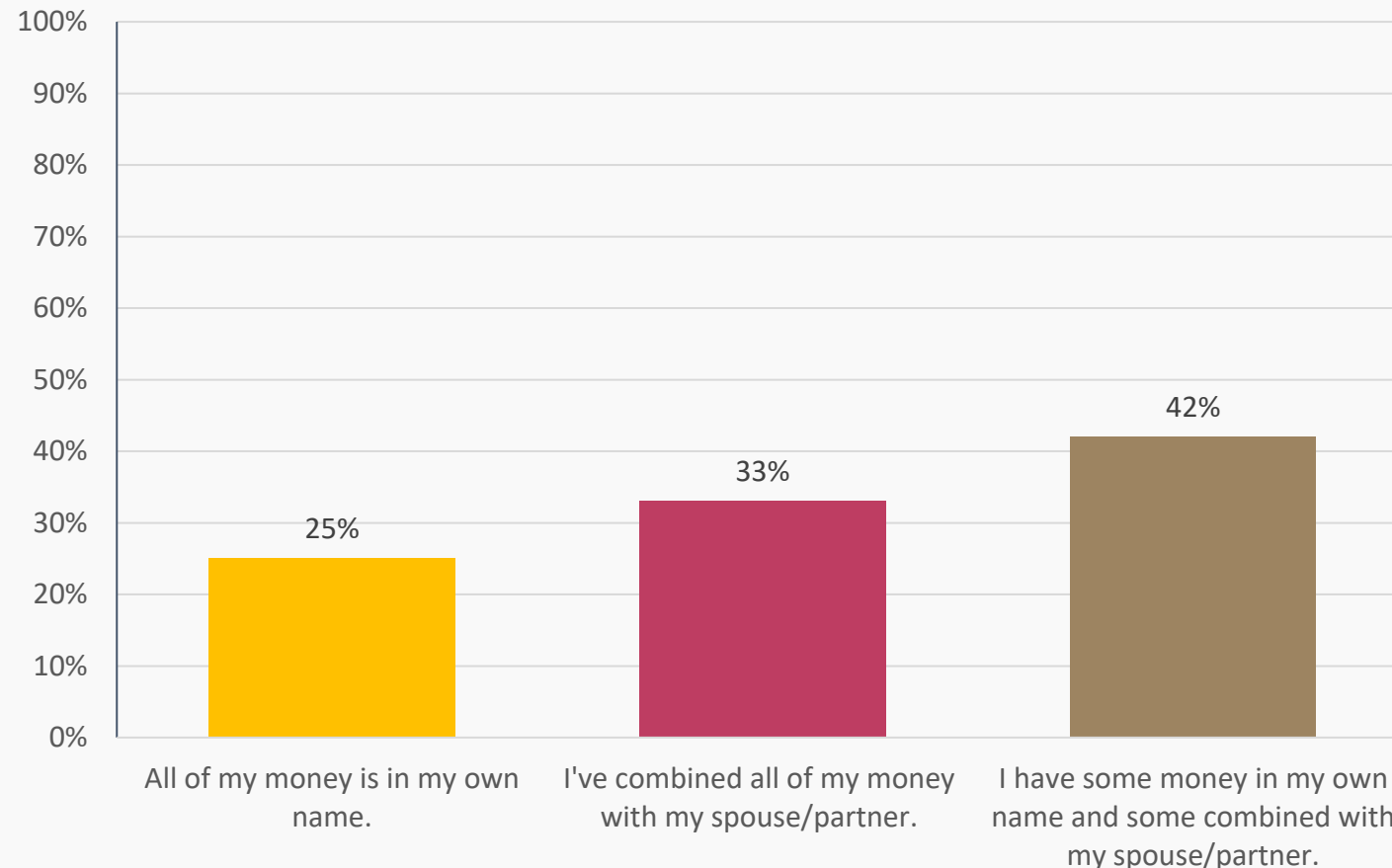


# Women Prefer to Separate Love & Money

Among women who are partnered, only one-third (33%) have completely merged their finances.

**Q.**

*How do you  
organize your  
finances?*



A background image showing two women in a professional setting. On the left, a woman with short white hair and glasses is gesturing with her hands while speaking. On the right, a woman with long dark hair is listening. The image is dimmed to allow text to be overlaid.

# Insight 3

## Women Are Focused on Getting Ahead at Work

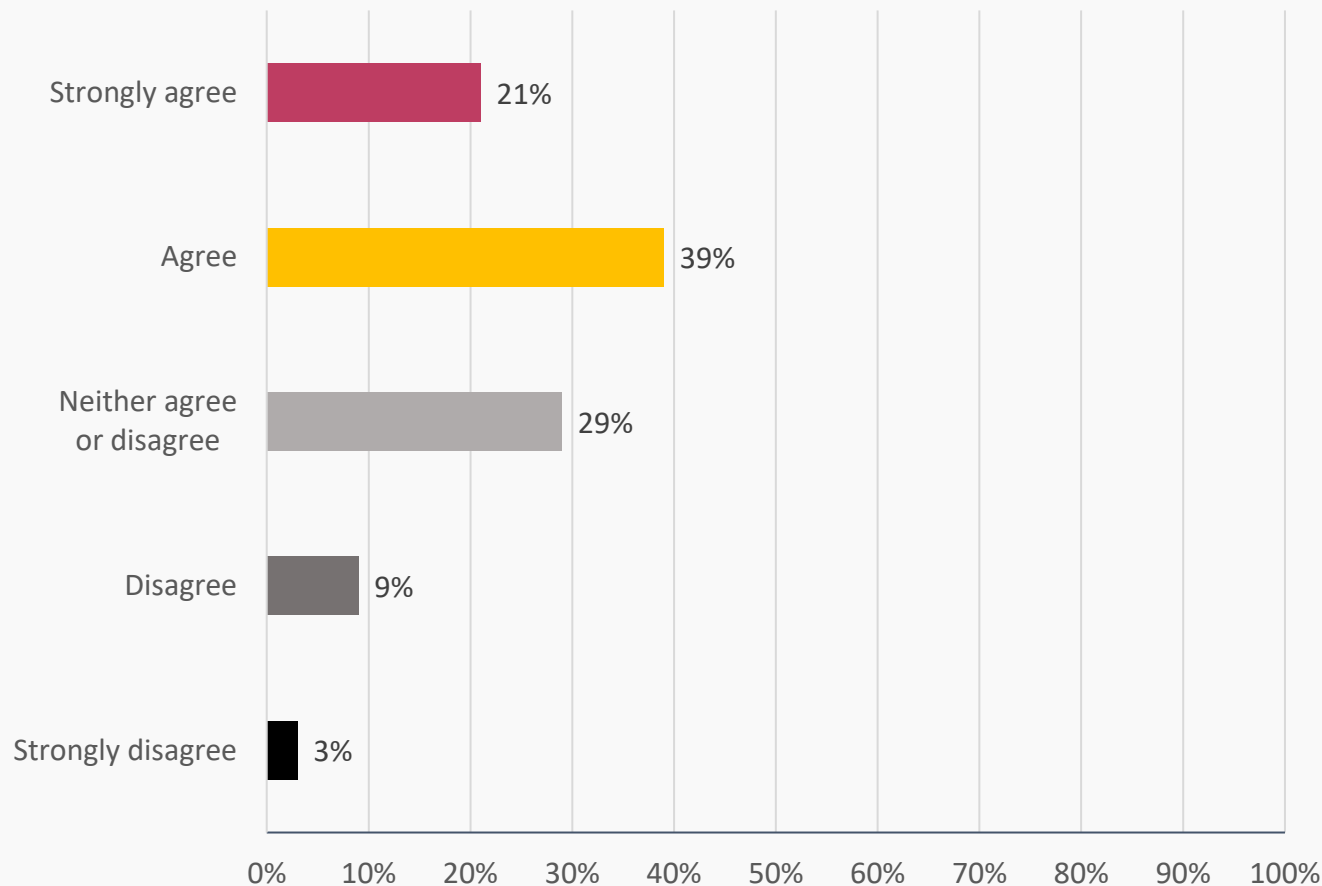


# Women Are Focused on Getting Ahead at Work

Only 60% of the women surveyed believe their workplace is making progress in how it supports women.

**Q.**

*I feel like my workplace is making progress in how it supports women*

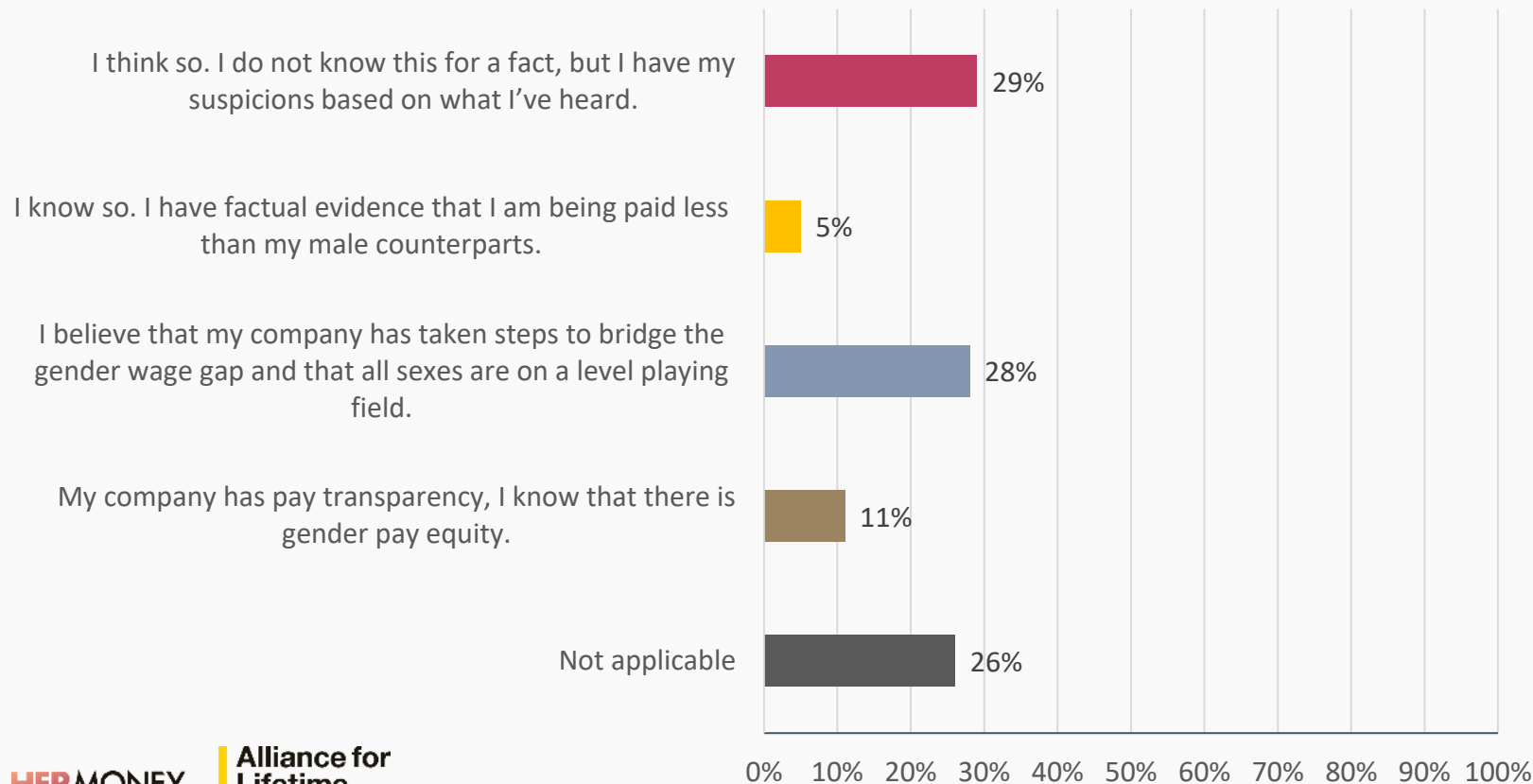


**60%**  
believe their  
workplace is making  
progress in how it  
supports women.

# Women Are Focused on Getting Ahead at Work

The pay gap is a major issue for many.

**Q.** *Are men in your company earning more than you to perform the same job as you?*



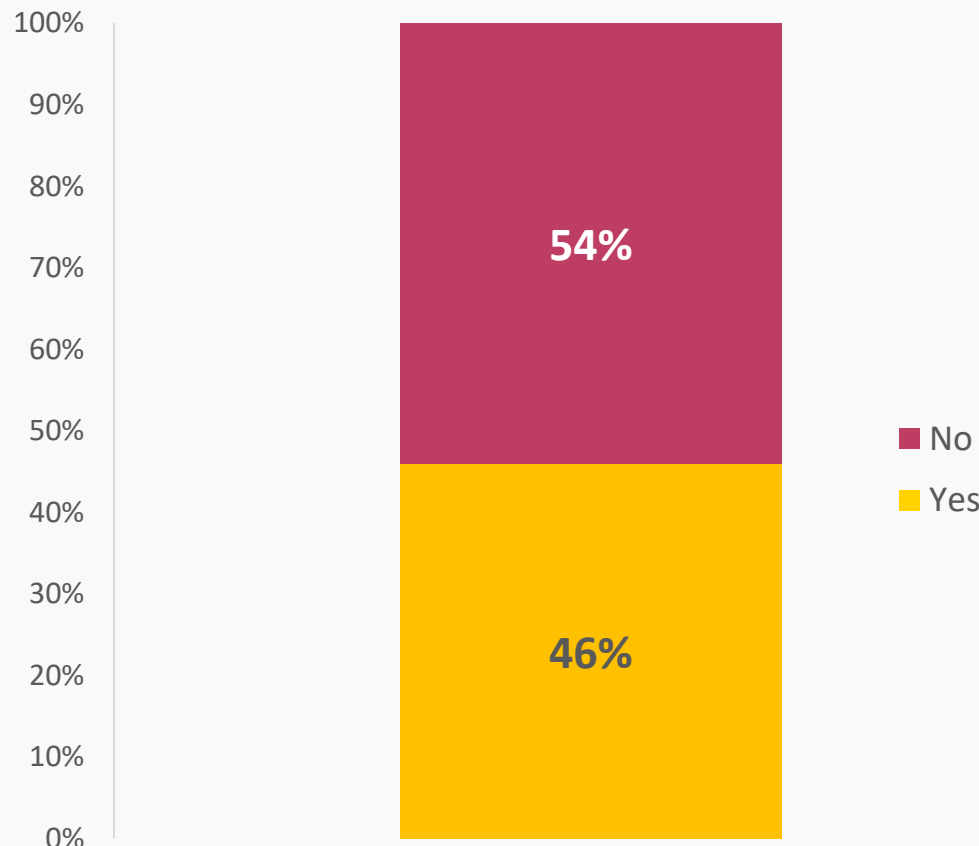
**34%**  
Suspect or know men at  
their companies earn  
more for the same jobs

# Women Are Focused on Getting Ahead at Work

More than half (54%) who work haven't received a raise above the cost of living in the past two years.

**Q.**

*Have you  
received a raise  
above the cost  
of living in the  
past two years?*



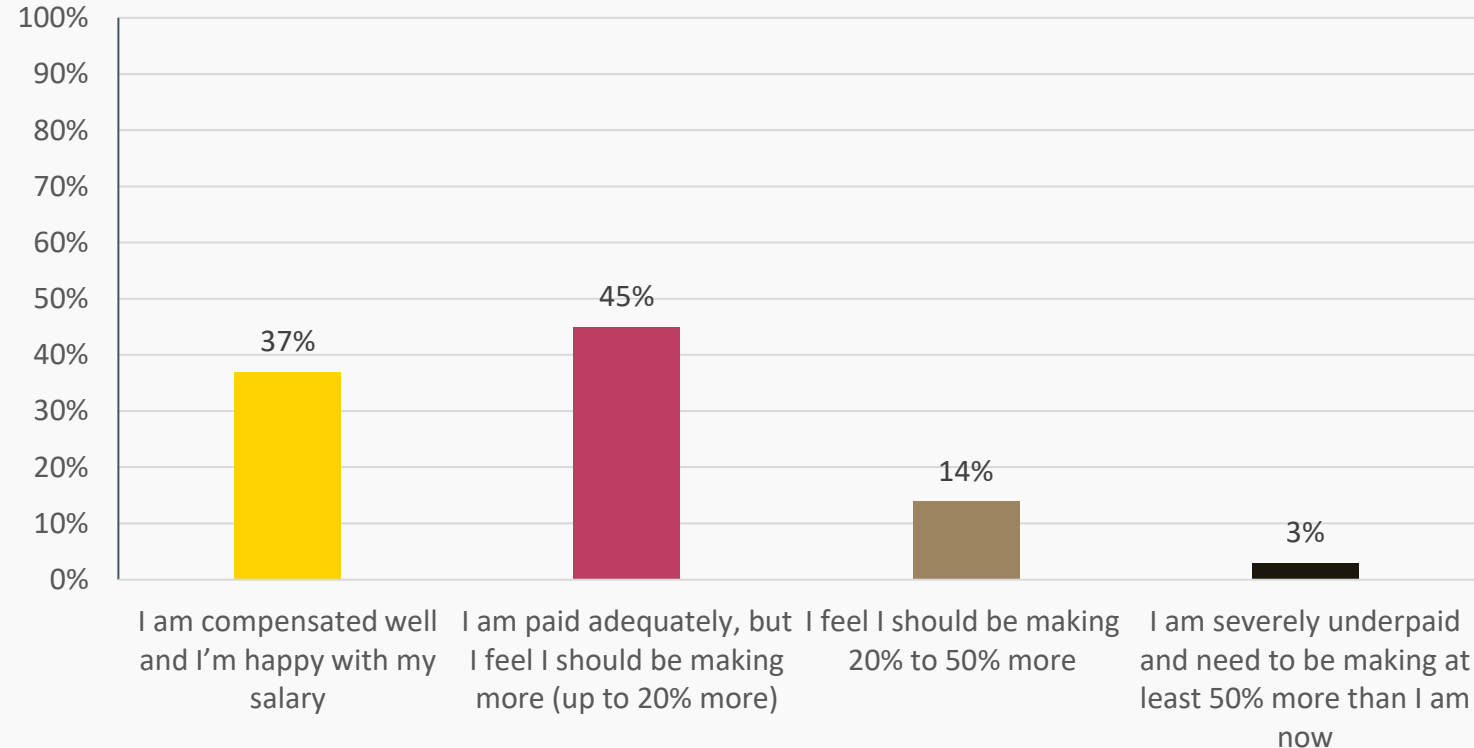
**Only  
1 in 5**

who didn't receive a  
raise above the cost  
of living asked for one

# Women Are Focused on Getting Ahead at Work

Nearly two-thirds (63%) of women who work for others don't feel well compensated.

**Q.** *How do you feel about how much you are paid for your work?*



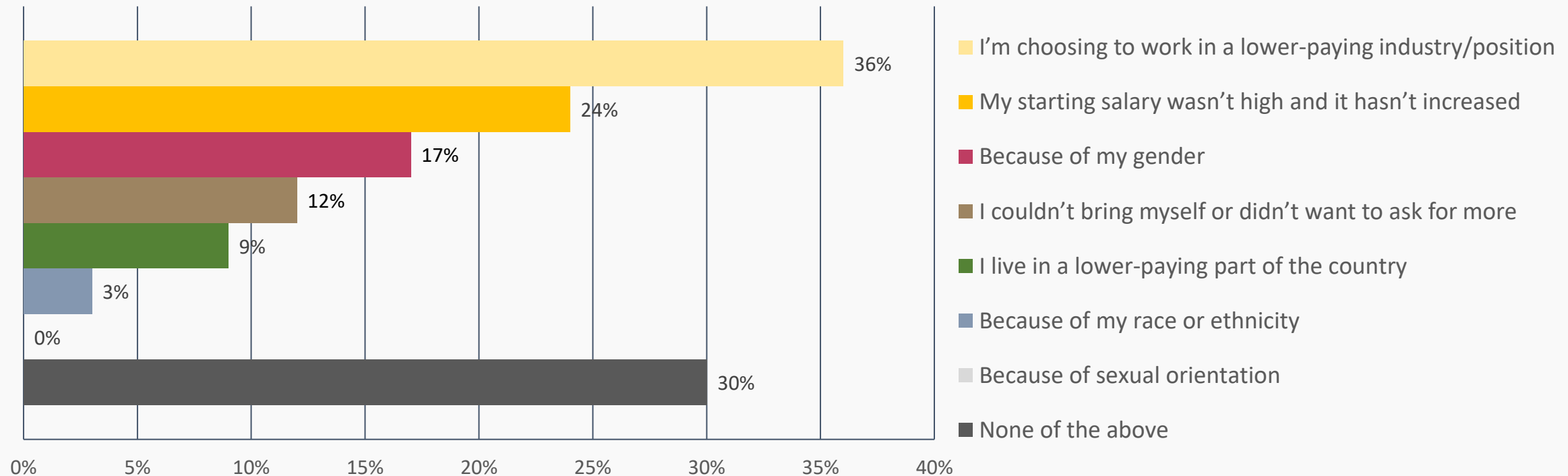
**39%**

who are dissatisfied with their pay are planning to seek employment elsewhere

# Women Are Focused on Getting Ahead at Work

Among women who feel they aren't well compensated, nearly one-fifth (17%) suspect they are being underpaid because of their gender.

**Q.** *Why do you think you're underpaid? (Select all that apply)*



# Women Are Focused on Getting Ahead at Work

Nearly two out of five who are dissatisfied with their pay are planning to seek employment elsewhere.

**Q.** *Are you planning to take any of the following actions? (Select all that apply)*

