



Workforce 2020: Single parents

Empowering family providers

Child rearing and being the sole wage earner can be daunting for the 10 million single parents in America. While this segment of the workforce has become a priority for some employers, single-parent employees continue to face financial hardship. Employers have a significant opportunity to support these individuals for a better professional and personal future.

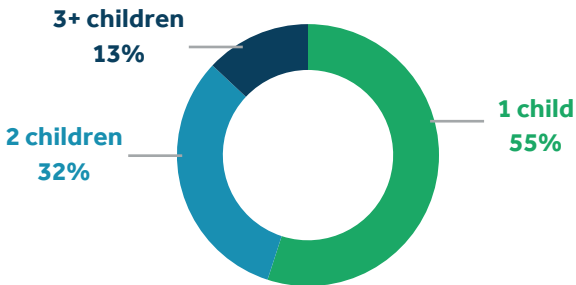
A growing 8% of the US workforce

2 in 3 single working parents are mothers.



Number of children under age 18

Among full-time working single-parent households:



Supporting a family on a single income

Single working parents vs. partnered working parents:



Have a lower annual household income

More likely to live paycheck to paycheck

■ Single parents ■ Partnered parents

Single working parents lack access to guidance

40% of single parents wish they had financial guidance, especially during open enrollment.



Only one in five feel they have access to a financial advisor.

Single parents lag behind on insurance ownership

Percent difference between single parents and partnered parents:



Medical
5% less



Life
12% less



Dental
14% less



Vision
15% less

Impact on well-being

Single parents are less likely to report eating healthy, getting enough exercise, and maintaining a healthy weight.

	Single working parents	Partnered working parents
Financial health	26%	44%
Physical health	33%	45%
Emotional health	43%	51%

Insurance benefits and flexible work policies improve well-being among single parents

Benefits of high interest include:

- Onsite day care
- Referrals to/discounts on day care facilities
- Telecommuting
- Paid family and medical leave
- Access to financial planning and legal services
- Flexible work schedules



60% of single parents want flexible schedules or telecommuting options.

2 in 3 wish their employer did more to help with work-life balance.



Addressing the needs of workforce 2020

Organizations can support caregivers by establishing policies and providing access to inclusive benefits and resources that contribute to improved health and productivity.



Paid Leave

- **Paid time off (PTO)** programs, that group time off reasons into a single category
- **Paid family and medical leave** for parental bonding or to care for sick/injured loved ones
- **Paid sick leave**



Flexible Work Arrangements

- **Telecommuting** options contingent upon an individual's personal needs, job function, or ability to perform
- **Flexible scheduling** to accommodate their personal situation, such as caregiving responsibilities, health conditions, or transportation needs



Well-being Resources

- **Employee assistance programs** offer services such as mental health and substance abuse counseling
- **Wellness initiatives**
- **Health savings accounts (HSA) and health reimbursement arrangements (HRA)** help reduce out-of-pocket medical costs
- **College savings and student loan reimbursement** plans



Inclusive Policies & Communications

- Create **benefits communications** that are inclusive of all workers
- **Training** to help avoid misunderstandings or discrimination
- Reinforce and review recommendations from the Equal Employment Opportunity Commission (EEOC) to ensure compliance with **nondiscrimination guidelines**



Access to Virtual Services

- **Telehealth and teledentistry** offer consultations, evaluations, diagnosis, and treatment
- **Referral services** and online resources for information on adult care or child day care facilities, government financial assistance programs, support groups, and in-home care
- **Health concierge** or healthcare advocates can help address healthcare issues during business hours



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2020-107050 (9/22)

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