

What is the Status of Employees Without Children in Your Organization?

Did You Know?

- ⇒ 'Pro-family' policies and workplace cultures often exclude people without children, who comprise 25% of the global population, and an even higher percentage in some countries.
- ⇒ Employees without children and single people carry a disproportionate workload, are often expected to work holidays and schedule vacation or leave time around parental priority.
- ⇒ Discrimination based on family status and parental privilege, creates an unexamined wage gap between parents and people without children, through salaries and benefits.

Things to Consider

- ⇒ Employees without children and solo workers seek the same flexibility and life-work balance as parents. How are you currently meeting this need in your organization?
- ⇒ How does parental privilege impact people without children in your organization? What might this mean for recruiting and retention?
- ⇒ Supporting employees without children does not negate supporting parents in the workplace; rather it reflects a priority on mental health, time and well-being, regardless of family structure.

How to Take Action Now

- ⇒ Structure a universal leave policy, that is equal for parents and employees without children, which encourages employees to engage in life-enriching activities, not exclusive to parenting.
- ⇒ Develop a fair and flexible work policy that supports the priorities of all employees.
- ⇒ Review salary structures and benefit packages for financial bias impacting employees without children.

We invite you to learn more about creating a work culture that recognizes the diversity of people without children, and is truly inclusive & equitable. Contact New Legacy Institute today!



Thank you for your interest in learning more about our community!
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