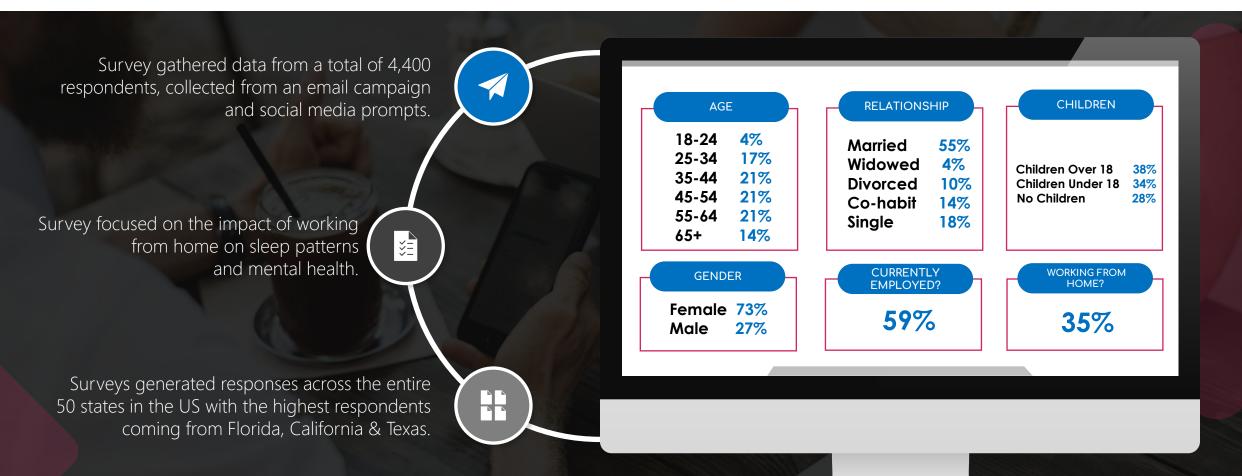


STATISTICS - 2020 PUFFY SLEEP REPORT -



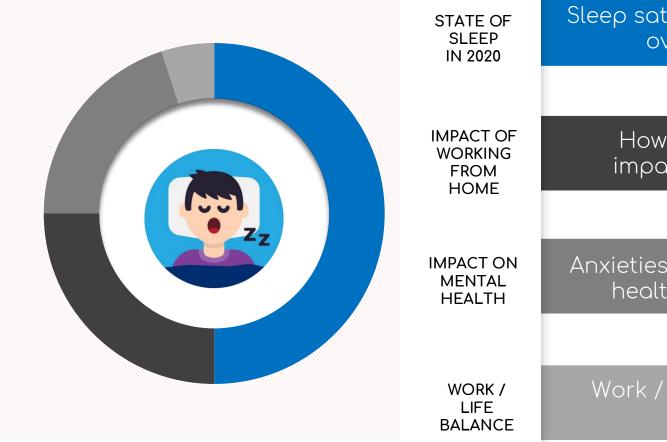
THE RESPONDENTS AT A GLANCE

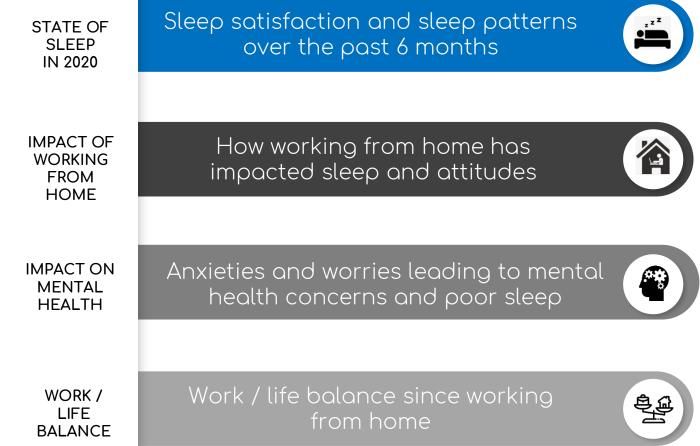




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INSIGHTS SPLIT INTO 4 MAIN SECTIONS









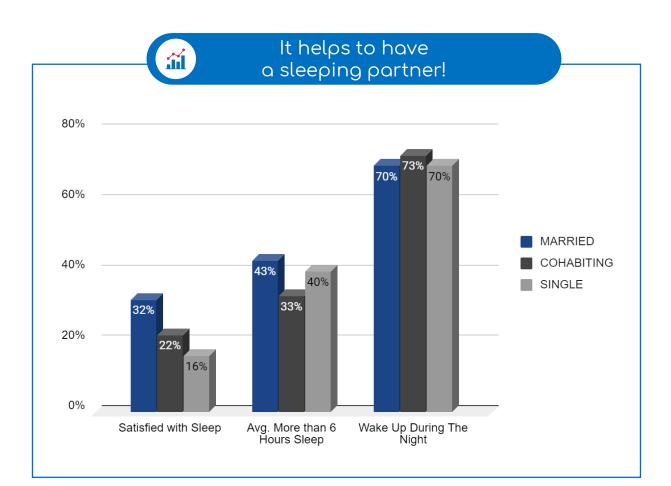
SURVEY QUESTIONS:

- How satisfied are you with your sleep?
- 2) On average, how many hours do you sleep every night?
- 3) How long does it take you to fall asleep?
- 4) How often do you wake up in the middle of the night?
- 5) If you do wake up, how long does it take you to fall back to sleep?

STATE OF SLEEP IN 2020

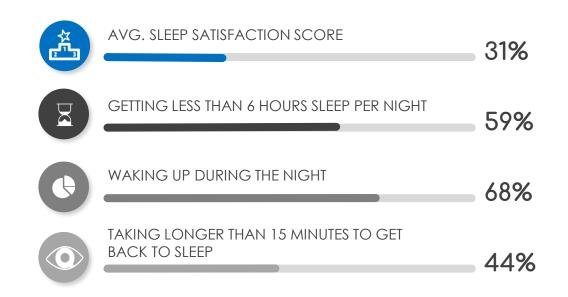


SLEEP SATISFACTION



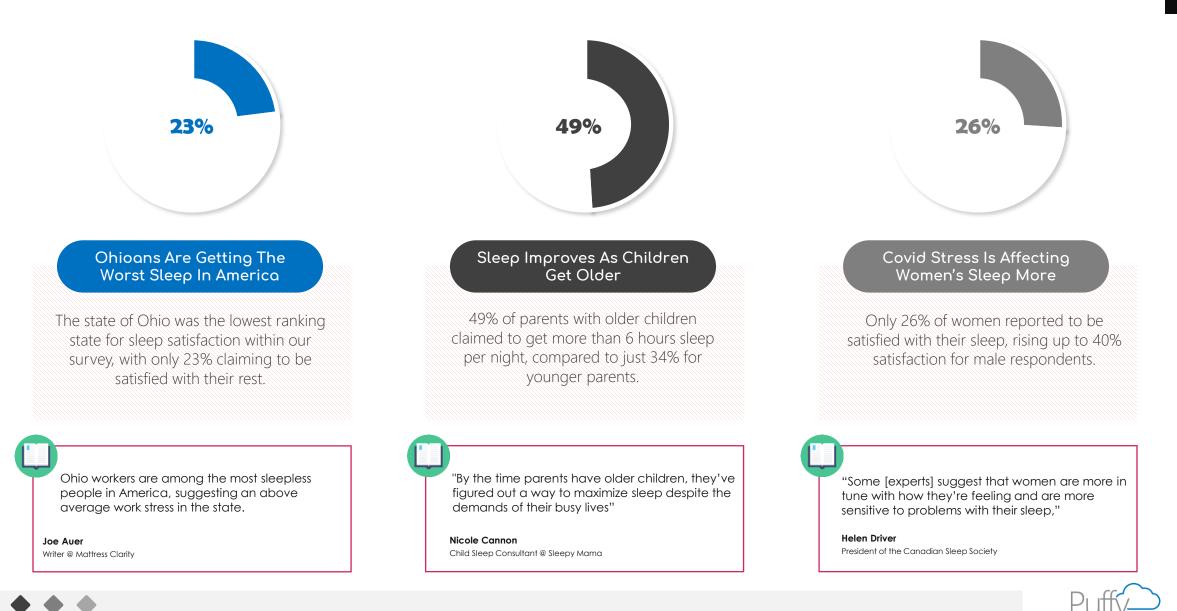
Our study shows that the stronger the relationship, the better the sleep. Married respondents were twice as likely to be satisfied with their sleep compared to singletons! 59% of respondents claim to be getting less than 6 hours of sleep per night, far below the recommended average.

Interestingly, 40% of males surveyed responded with high sleep satisfaction scores, but only 26% of women report sleep satisfaction.





HEADLINES



CHILDREN									-	
Childken	SLEEP SATIS	FACTION	AVG. HOURS	OF SLEEP PER NIGHT	HOW LONG DOES IT	TAKE TO FALL ASLEEP?	HOW OFTEN DO YOU WAKE UP	IN THE MIDDLE OF THE NIGHT?	HOW LONG DOES IT TAKE TO	FALL BACK TO SLEEP?
STATUS	Satisfied	Not Satisfied	Less than 6	More than 6	Up to 30 minutes	More than 30 minutes	Not Often	Often	Up to 15 mins	More than 15 mins
NO KIDS	36%	64%	55%	45%	54%	46%	38%	62%	57%	43%
OLDER PARENTS	32%	68%	56%	49%	59%	41%	25%	75%	56%	44%
YOUNG PARENTS	22%	78%	66%	34%	48%	52%	28%	72%	51%	49%

RELATIONSHIPS										
RELATIONSHIPS	SLEEP SATIS	FACTION	AVG. HOURS	OF SLEEP PER NIGHT	HOW LONG DOES IT	TAKE TO FALL ASLEEP?	HOW OFTEN DO YOU WAKE UP	IN THE MIDDLE OF THE NIGHT?	HOW LONG DOES IT TAKE TO	FALL BACK TO SLEEP?
STATUS	Satisfied	Not Satisfied	Less than 6	More than 6	Up to 30 minutes	More than 30 minutes	Not Often	Often	Up to 15 mins	More than 15 mins
MARRIED	32%	68%	57%	43%	57%	43%	30%	70%	57%	43%
COHABITING	22%	78%	67%	33%	45%	55%	27%	73%	48%	52%
SINGLE	16%	84%	60%	40%	52%	68%	30%	70%	54%	46%

AGE	SLEEP SATIS	SFACTION	AVG. HOURS	OF SLEEP PER NIGHT	HOW LONG DOES IT	TAKE TO FALL ASLEEP?	HOW OFTEN DO YOU WAKE UP	IN THE MIDDLE OF THE NIGHT?	HOW LONG DOES IT TAKE TO	FALL BACK TO SLEEP?
STATUS	Satisfied	Not Satisfied	Less than 6	More than 6	Up to 30 minutes	More than 30 minutes	Not Often	Often	Up to 15 mins	More than 15 mins
65+	44%	56%	47%	53%	70%	30%	28%	72%	63%	37%
25-34	35%	65%	57%	43%	48%	52%	37%	63%	55%	45%
18 - 24	32%	68%	53%	47%	49%	51%	48%	52%	60%	40%
55 - 64	28%	72%	59%	41%	56%	44%	25%	75%	52%	48%
45 - 54	27%	73%	62%	38%	55%	45%	28%	72%	55%	45%
35 - 44	22%	78%	66%	34%	46%	54%	29%	71%	50%	50%

GENDER	SLEEP SATIS	FACTION	AVG. HOURS	OF SLEEP PER NIGHT	HOW LONG DOES IT	TAKE TO FALL ASLEEP?	HOW OFTEN DO YOU WAKE UP	IN THE MIDDLE OF THE NIGHT?	HOW LONG DOES IT TAKE TO	FALL BACK TO SLEEP?
STATUS	Satisfied	Not Satisfied Less than 6		More than 6	Up to 30 minutes	More than 30 minutes	Not Often	Often	Up to 15 mins	More than 15 mins
MALE	40%	60%	55%	45%	67%	33%	37%	63%	63%	37%
FEMALE	26%	74%	61%	39%	49%	51%	27%	73%	52%	48%



TOP 10 STATES										
	SLEEP SATI	SFACTION	HOURS	OF SLEEP	FALL	ING ASLEEP	WAK	ING UP	STAYING	6 AWAKE
STATE	Satisfied	Not Satisfied	Less than 6	More than 6	Up to 30 minutes	More than 30 minutes	Not Often	Often	Up to 15 mins	More than 15 mins
CALIFORNIA	37%	63%	56%	44%	60%	40%	33%	67%	57%	43%
NORTH CAROLINA	35%	65%	52%	48%	55%	45%	40%	60%	54%	46%
FLORIDA	33%	67%	54%	46%	57%	43%	28%	72%	56%	44%
PENNSYLVANIA	31%	69%	64%	36%	57%	43%	28%	72%	56%	44%
TEXAS	30%	70%	57%	43%	60%	40%	32%	68%	56%	44%
GEORGIA	30%	70%	60%	40%	56%	44%	32%	68%	49%	51%
MICHIGAN	25%	75%	65%	35%	48%	52%	29%	71%	52%	48%
ILLINOIS	24%	76%	65%	35%	49%	51%	30%	70%	52%	48%
NEW YORK	24%	76%	66%	34%	48%	52%	30%	70%	54%	46%
OHIO	23%	77%	61%	39%	50%	50%	27%	73%	60%	40%





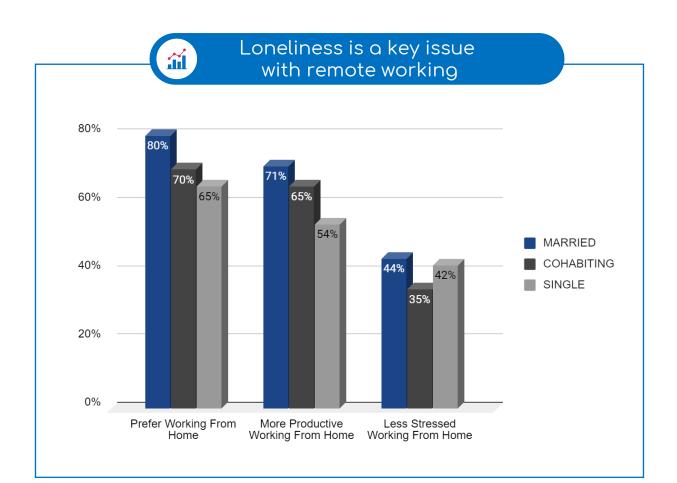
SURVEY QUESTIONS:

- 1) Did you prefer working from home?
- 2) How has work stress changed since working from home?
- 3) Are you more or less productive since working from home?
- 4) How has your sleep quality changed?
- 5) Has working from home affected the time you usually go to sleep?

IMPACTOF WORKING FROM HOME



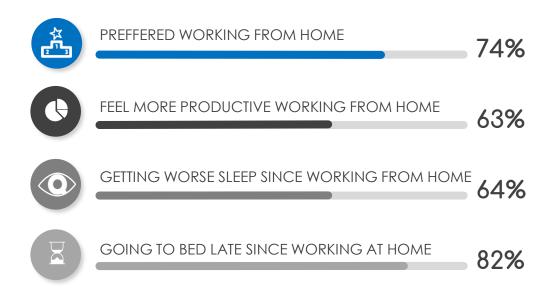
WORKING FROM HOME



Single people are the least likely to prefer working from home but also the least likely to feel more stressed with work. Data suggests that loneliness plays the biggest factor in their attitude.

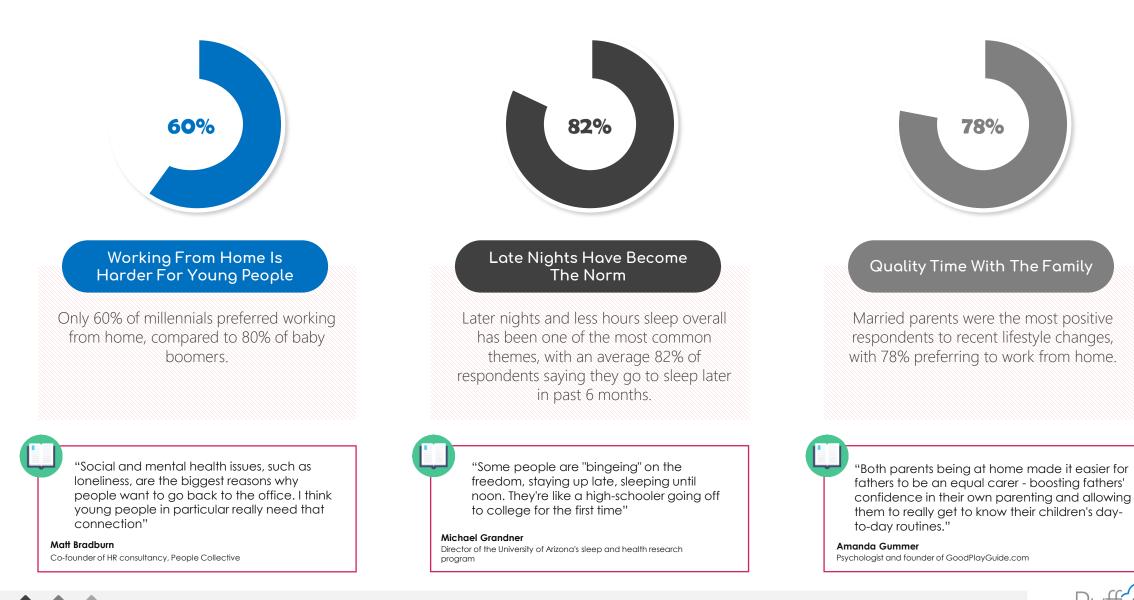
Despite the majority of people preferring working from home (74%), on average, respondents report sleeping less, sleeping later, and stressing more.

Even with a reduction in sleep quality and increase in stress, 63% of respondents feel they are more productive when working from home.





HEADLINES



CHILDREN			_							
CHIEDKEN	DID YOU PREFER V	VORKING FROM HOME?	HOW HAS WORK STRESS CH	ANGED SINCE WORKING FROM HOME?	HOW HAS PRODUCTIVITY CHANGED SI	NCE WORKING FROM HOME?	HOW HAS SLEEP QU	ALITY CHANGED?	CHANGE IN TIME YO	DU WENT TO BED?
STATE	YES	NO	MORE	LESS	MORE	LESS	BETTER	WORSE	LATER	EARLIER
YOUNG PARENTS	75%	25%	66%	34%	63%	37%	29%	71%	85%	15%
OLDER PARENTS	79%	21%	50%	50%	70%	30%	34%	66%	81%	19%
NO KIDS	70%	30%	57%	43%	60%	40%	40%	60%	82%	18%

RELATIONSHIPS										
	DID YOU PREFER W	VORKING FROM HOME?	HOW HAS WORK STRESS CH	ANGED SINCE WORKING FROM HOME?	HOW HAS PRODUCTIVITY CHANGED SIM	ICE WORKING FROM HOME?	HOW HAS SLEEP QU	ALITY CHANGED?	CHANGE IN TIME YO	DU WENT TO BED?
STATE	YES	NO	MORE	LESS	MORE	LESS	BETTER	WORSE	LATER	EARLIER
MARRIED	80%	20%	56%	44%	71%	29%	37%	63%	84%	16%
COHABITING	70%	30%	65%	35%	65%	35%	30%	70%	83%	17%
SINGLE	65%	35%	58%	42%	54%	46%	34%	66%	83%	17%

AGE										
AGE	DID YOU PREFER W	ORKING FROM HOME?	HOW HAS WORK STRESS CH	ANGED SINCE WORKING FROM HOME?	HOW HAS PRODUCTIVITY CHANGED SIM	NCE WORKING FROM HOME?	HOW HAS SLEEP QU	ALITY CHANGED?	CHANGE IN TIME YO	DU WENT TO BED?
STATE	YES	NO	MORE	LESS	MORE	LESS	BETTER	WORSE	LATER	EARLIER
18 - 24	62%	38%	60%	40%	54%	46%	48%	52%	86%	14%
25-34	68%	32%	64%	36%	57%	43%	31%	69%	83%	17%
35 - 44	73%	27%	63%	37%	63%	37%	34%	66%	84%	16%
45 - 54	81%	19%	60%	40%	69%	31%	35%	65%	84%	16%
55 - 64	78%	22%	52%	48%	64%	36%	27%	73%	83%	17%
65+	79%	21%	38%	62%	71%	29%	42%	58%	72%	28%

GENDER										
GLNDER	DID YOU PREFER W	ORKING FROM HOME?	HOW HAS WORK STRESS CH	ANGED SINCE WORKING FROM HOME?	HOW HAS PRODUCTIVITY CHANGED SIN	CE WORKING FROM HOME?	HOW HAS SLEEP QU	ALITY CHANGED?	CHANGE IN TIME YO	OU WENT TO BED?
STATE	YES	NO	MORE	LESS	MORE	LESS	BETTER	WORSE	LATER	EARLIER
FEMALE	74%	26%	59%	41%	66%	34%	32%	68%	84%	16%
MALE	78%	22%	56%	44%	61%	39%	40%	60%	80%	20%



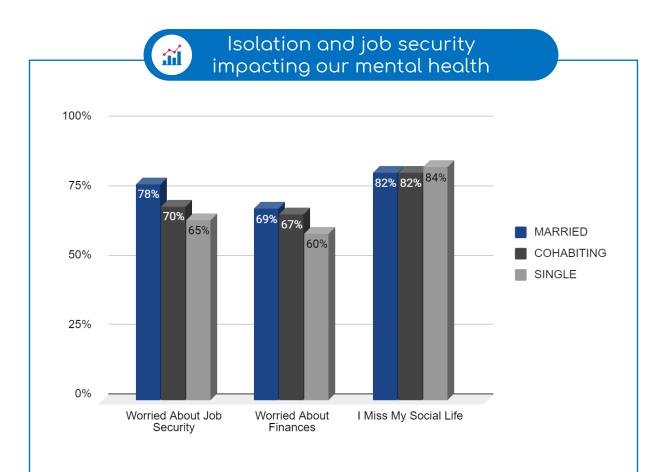


SURVEY QUESTIONS:

- To what extent has poor sleep affected your mood or relationships?
- 2) Which of these following statements are most true for you:
- Thoughts race through my mind and stop me from sleeping
- Worried about job security
- Worried about my finances
- Find it hard to concentrate
- Find it difficult to wake up on time
- I miss socializing at work
- I'm happy with my job

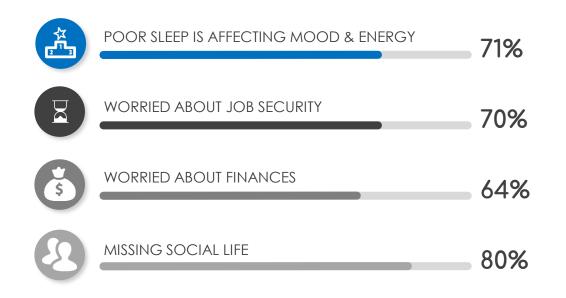
IMPACT ON MENTAL HEALTH

MENTAL HEALTH



An average of 71% of respondents state poor sleep has impacted their mood a lot.

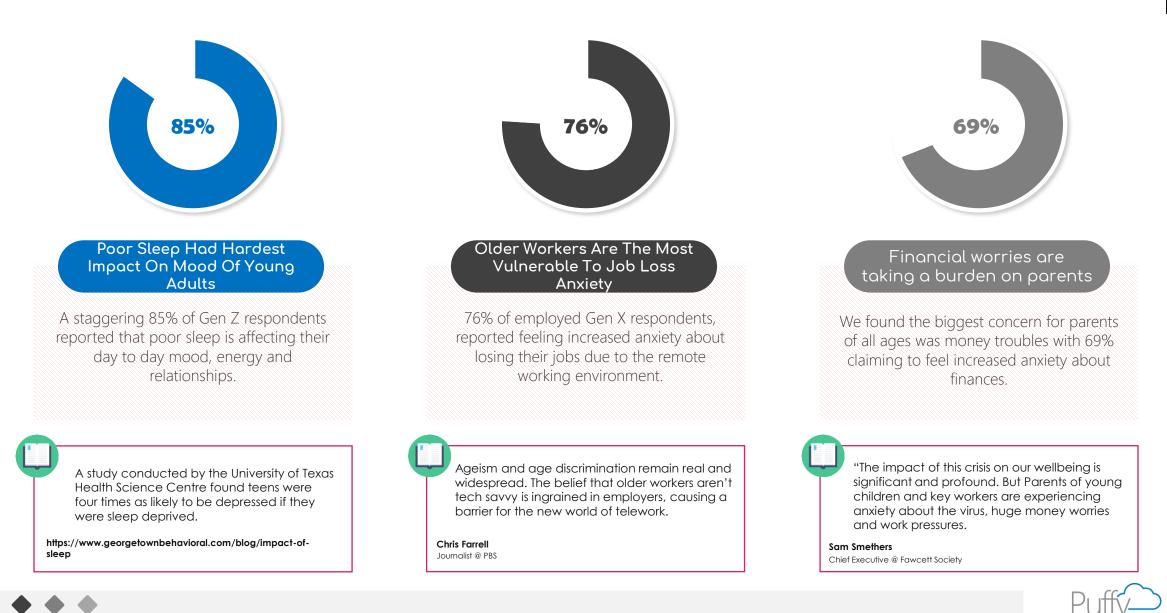
71% of respondents cite job security is the leading factor contributing to sleeplessness. Worry about finances is also keeping people up at night. 66% of people surveyed agree that current stress is related to money.





Data shows that the severity of the top 3 issues affecting mental health and anxiety varied across different segments. Single people were the most concerned about a lack of social life while married respondents were the most worried about job security.

HEADLINES



CHILDREN	POOR SLEEP HAS AFFECTED MY MOOD		THOUGHTS RACI		WORRIED ABO	UT JOB SECURITY	WORRIED ABC	OUT FINANCES	FIND IT HARD 1	O CONCENTRATE	DIFFICULT TO WA	KE UP ON TIME	I LIKE N	у јов	I MISS SOCIALIZI	ING AT WORK
STATE	A LOT	A LITTLE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE
YOUNG PARENTS	80%	20%	68%	32%	74%	26%	65%	35%	55%	45%	32%	68%	68%	32%	83%	17%
OLDER PARENTS	63%	37%	73%	27%	72%	28%	69%	31%	64%	36%	38%	62%	51%	49%	78%	22%
NO KIDS	66%	34%	69%	31%	68%	32%	63%	37%	56%	44%	44%	56%	58%	42%	84%	26%

RELATIONSHIPS	POOR SLEEP HAS AFFECTED MY MOOD		THOUGHTS RACE MIN		WORRIED ABO	UT JOB SECURITY	WORRIED ABC	UT FINANCES	FIND IT HARD T	O CONCENTRATE	DIFFICULT TO WA	KE UP ON TIME	I LIKE N	IY JOB	I MISS SOCIALIZI	ING AT WORK
STATE	A LOT	A LITTLE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE
MARRIED	66%	34%	69%	31%	78%	22%	69%	31%	63%	37%	40%	60%	59%	41%	82%	18%
COHABITING	80%	20%	68%	32%	70%	30%	67%	33%	53%	47%	38%	62%	67%	33%	82%	18%
SINGLE	71%	29%	74%	26%	65%	35%	60%	40%	53%	47%	35%	65%	58%	42%	84%	20%

AGE	POOR SLEEP HAS	AFFECTED MY MOOD	THOUGHTS RACE MIN		WORRIED ABO	UT JOB SECURITY	WORRIED ABO	UT FINANCES	FIND IT HARD T	O CONCENTRATE	DIFFICULT TO WA	KE UP ON TIME	I LIKE N	IY JOB	I MISS SOCIALIZI	ING AT WORK
STATE	A LOT	A LITTLE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE
18 - 24	85%	15%	70%	30%	58%	42%	56%	44%	42%	58%	44%	56%	56%	44%	79%	21%
25-34	78%	22%	69%	31%	68%	32%	61%	39%	50%	50%	36%	64%	61%	39%	82%	18%
35 - 44	76%	24%	65%	35%	72%	28%	68%	32%	55%	45%	41%	59%	39%	61%	69%	31%
45 - 54	70%	30%	66%	34%	76%	24%	70%	30%	56%	44%	33%	67%	55%	45%	79%	21%
55 - 64	65%	35%	75%	25%	76%	24%	65%	35%	65%	35%	37%	63%	61%	39%	82%	18%
65+	50%	50%	81%	19%	72%	28%	66%	34%	76%	24%	36%	64%	65%	35%	84%	16%

GENDER	POOR SLEEP HAS	AFFECTED MY MOOD		THOUGHTS RACE THROUGH MY MIND		WORRIED ABOUT JOB SECURITY		WORRIED ABOUT FINANCES		FIND IT HARD TO CONCENTRATE		DIFFICULT TO WAKE UP ON TIME		у јов	I MISS SOCIALIZI	ING AT WORK
STATE	A LOT	A LITTLE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE
FEMALE	74%	26%	70%	30%	72%	28%	68%	32%	55%	45%	40%	60%	66%	34%	83%	17%
MALE	59%	41%	72%	28%	76%	24%	62%	38%	69%	31%	48%	52%	63%	37%	87%	13%





TOP 10 STATES	POOR SLEEP HAS AFFECTED YOUR MOOD		THOUGHTS RACE THROUGH MY MIND		WORRY ABOUT JOB SECURITY		WORRY ABOUT FINANCES		HARD TO CONCENTRATE		DIFFICULT TO WAKE UP ON TIME		I LIKE MY JOB		I MISS SOCIALIZING AT WORK	
STATE	A LOT	A LITTLE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE	AGREE	DISAGREE
оню	75%	25%	76%	24%	67%	33%	62%	38%	58%	42%	25%	75%	66%	34%	88%	12%
ILLINOIS	69%	31%	70%	30%	73%	27%	67%	33%	61%	39%	35%	65%	66%	34%	85%	15%
NEW YORK	74%	26%	61%	39%	57%	43%	50%	50%	50%	50%	27%	73%	63%	37%	80%	20%
MICHIGAN	72%	28%	81%	19%	70%	30%	68%	32%	61%	39%	50%	50%	62%	38%	80%	20%
TEXAS	73%	27%	63%	37%	80%	20%	69%	31%	57%	43%	45%	55%	51%	49%	81%	19%
GEORGIA	78%	22%	64%	36%	74%	26%	67%	33%	58%	42%	33%	67%	55%	45%	72%	28%
PENNSYLVANIA	71%	29%	74%	26%	72%	28%	62%	38%	63%	37%	30%	70%	64%	36%	76%	24%
FLORIDA	64%	36%	70%	30%	78%	22%	69%	31%	62%	38%	32%	68%	62%	38%	80%	20%
NORTH CAROLINA	61%	39%	82%	18%	65%	35%	63%	37%	69%	31%	32%	68%	57%	43%	78%	22%
CALIFORNIA	68%	32%	64%	36%	72%	28%	62%	38%	52%	48%	49%	51%	62%	38%	81%	19%





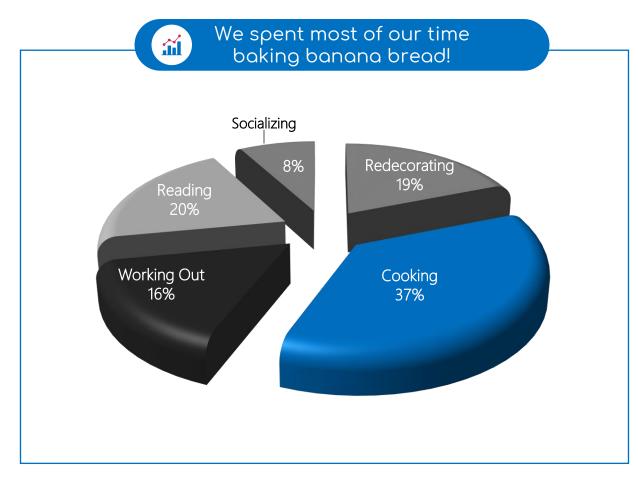
SURVEY QUESTIONS:

- 1) How long did you spend working from home in 2020?
- 2) Where did you setup your home work space?
- 3) How did you spend your time during lockdown?

WORK / LIFE BALANCE



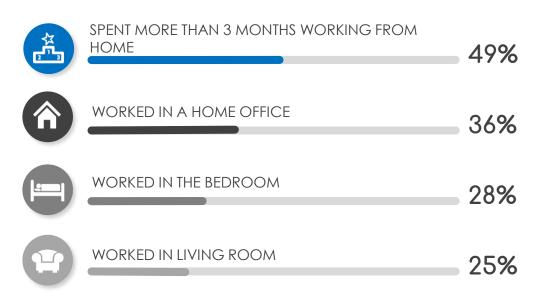
WORK $\ \$ LIFE



Respondents reported to have spent most of their lockdown cooking, and the least amount of their time working out, leading to potential weight anxiety affecting their sleep and mental health.

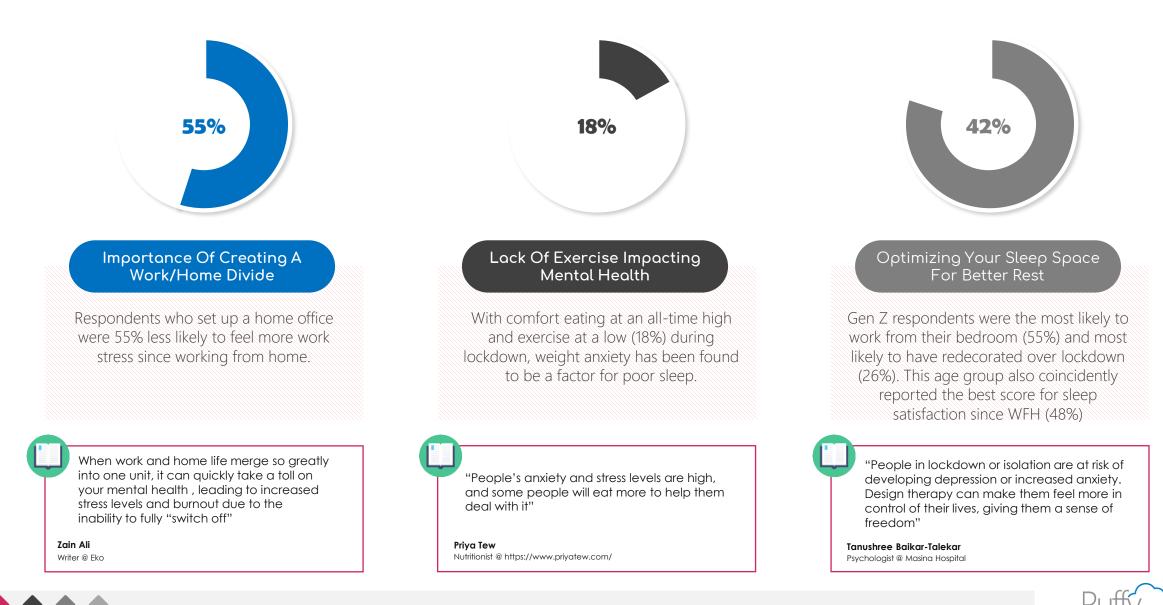
While working from home, on average, most people worked from a home office. But others barely left the bed.

36% of respondents worked in a home office. 46% of home office dwellers were older parents. 28% of respondents worked in the bedroom. 31% bedroom office workers were single.





HEADLINES



CHILDREN															
Chiebken		LENGTH (OF TIME WORKING F	ROM HOME		V	HERE DID YOU SETU	P YOUR WORK SPAC	E?	HOW DID YOU SPEND YOUR TIME DURING LOCKDOWN?					
STATE	<1 MONTH	1-2 MONTHS	3-4 MONTHS	5-6 MONTHS	6 MONTHS>	HOME OFFICE	LIVING ROOM	DINING ROOM	BEDROOM	REDECORATING	COOKING	SOCIALISING	WORKING OUT	READING BOOKS	
OLDER PARENTS	44%	6%	12%	13%	26%	47%	25%	16%	12%	17%	37%	8%	17%	22%	
YOUNG PARENTS	44%	8%	16%	14%	18%	35%	26%	19%	20%	19%	36%	9%	19%	17%	
NO KIDS	42%	7%	15%	15%	22%	33%	26%	14%	27%	22%	39%	8%	9%	22%	

RELATIONSHIPS						-				-					
		LENGTH C	OF TIME WORKING F	ROM HOME		V	HERE DID YOU SETU	P YOUR WORK SPACE	E?	HOW DID YOU SPEND YOUR TIME DURING LOCKDOWN?					
STATE	<1 MONTH	1-2 MONTHS	3-4 MONTHS	5-6 MONTHS	6 MONTHS>	HOME OFFICE	LIVING ROOM	DINING ROOM	BEDROOM	REDECORATING	COOKING	SOCIALISING	WORKING OUT	READING BOOKS	
MARRIED	40%	7%	15%	14%	24%	44%	25%	17%	14%	18%	37%	7%	17%	21%	
COHABITING	45%	8%	16%	13%	18%	28%	29%	15%	29%	21%	37%	10%	17%	15%	
SINGLE	46%	6%	13%	15%	20%	28%	26%	14%	31%	18%	33%	7%	19%	23%	

AGE															
A91		LENGTH C	OF TIME WORKING F	ROM HOME	-	V	WHERE DID YOU SETU	IP YOUR WORK SPAC	E?	HOW DID YOU SPEND YOUR TIME DURING LOCKDOWN?					
STATE	<1 MONTH	1-2 MONTHS	3-4 MONTHS	5-6 MONTHS	6 MONTHS>	HOME OFFICE	LIVING ROOM	DINING ROOM	BEDROOM	REDECORATING	COOKING	SOCIALISING	WORKING OUT	READING BOOKS	
18 - 24	48%	7%	19%	8%	19%	14%	24%	11%	55%	26%	27%	12%	18%	17%	
25-34	47%	8%	14%	15%	16%	25%	28%	18%	29%	20%	36%	8%	18%	18%	
35 - 44	21%	6%	16%	16%	21%	35%	28%	18%	20%	19%	36%	7%	17%	20%	
45 - 54	40%	7%	17%	13%	23%	37%	31%	15%	17%	16%	40%	9%	16%	20%	
55 - 64	47%	6%	11%	12%	24%	50%	23%	15%	13%	13%	40%	8%	15%	24%	
65+	36%	8%	15%	15%	35%	58%	14%	13%	14%	13%	13%	33%	16%	30%	

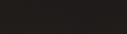
GENDER										-					
CENDER		LENGTH C	F TIME WORKING F	ROM HOME		V	HERE DID YOU SETU	P YOUR WORK SPAC	E?	HOW DID YOU SPEND YOUR TIME DURING LOCKDOWN?					
STATE	<1 MONTH	1-2 MONTHS	3-4 MONTHS	5-6 MONTHS	6 MONTHS>	HOME OFFICE	LIVING ROOM	DINING ROOM	BEDROOM	REDECORATING	COOKING	SOCIALISING	WORKING OUT	READING BOOKS	
FEMALE	40%	7%	16%	14%	22%	33%	28%	17%	21%	18%	38%	7%	15%	23%	
MALE	59%	6%	9%	10%	16%	48%	19%	12%	21%	17%	33%	11%	23%	17%	

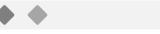












SOURCES

"Some people, for instance, are "bingeing" on the freedom, staying up late, sleeping until noon. They're like a high-schooler going off to college for the first time"

https://www.insider.com/why-youre-sleeping-more-during-thecoronavirus-pandemic-2020-4

When Bradburn polled his network of more than 5,000 HR bosses, he asked for the biggest reasons their teams had shared for wanting to go back to the office. Seventy per cent cited social and mental health issues, including feelings of loneliness. "I think young people in particular really need that connection," Bradburn says.

https://www.theguardian.com/money/2020/jul/14/end-of-theoffice-the-quiet-grinding-loneliness-of-working-from-home

Nicole Cannon, a certified infant and child sleep consultant and owner of Sleepy Mama told TODAY Parents that there's a logical reason behind the data showing that parents of five get more rest. "By the time parents have older children, they've figured out a way to maximize sleep despite the demands of their busy lives whereas parents who have three younger children are generally outnumbered for the first time and that may take away their ability to sleep as long."

https://www.today.com/parents/study-says-sleep-deprivation-gets-better-more-kids-t156016

When work and home life merge so greatly into one unit, it can quickly take a toll on your mental health and productivity levels, leading to increased stress levels and burnout due to the inability to fully "switch

off".

 $\label{eq:https://www.ekoapp.com/blog/the-importance-of-creating-a-work-home-divide-during-the-lockdown$

Both parents being at home will also have reduced the isolation felt by many new mothers and made it easier for fathers to be an equal carer - boosting fathers' confidence in their own parenting and allowing them to really get to know their children's day-to-day routines.

https://news.sky.com/story/coronavirus-how-lockdown-life-couldbenefit-some-families-11981855

And even when we've physically left work, we don't switch off mentally; Mattress Clarity's survey found that 42% of Americans check their work emails before going to bed at night. And if something's gone wrong, or if you're worried about what's going to happen the next day, it is likely keep you awake. Ohio workers are among the most sleepless people in America, with over 1/4 (27.8%) surviving on little sleep each night. In comparison

https://www.13abc.com/content/news/Sleepless-in-Ohio--490309161.html

"Some [experts] suggest that women are more in tune with how they're feeling and are more sensitive to problems with their sleep," she explains. "A theory we have is that women tend to ruminate about things a little bit more than men do. Women worry and think about what's happened during the day, and they're not able to let things go."

https://www.besthealthmag.ca/best-you/sleep/why-he-sleepsbetter-than-you

"People's anxiety and stress levels are high, and some people will eat more to help them deal with it",

"We know that right now people's mental health is quite precarious and they haven't necessarily got access to things that would usually help. So we've got to be mindful that we don't make people feel guilty or more anxious", she says.

https://www.bbc.co.uk/food/articles/lockdown_health_tips

Explaining how a lockdown affects us, she says, "People in lockdown or isolation are at risk of developing depression or increased anxiety. Art therapy can make them feel more in control of their lives, giving them a sense of freedom. The therapy uses the creative part of our brain, that also manages stress. It helps restore a sense of personal identity. It helps in distracting people and induces healthy thoughts.

https://www.thebridgechronicle.com/art-culture/art-therapy-%E2%80%93-effective-way-deal-coronavirus-lockdown-48868

Ageism and age discrimination remain real and widespread. The belief that older workers aren't tech savvy is ingrained in employers, causing a barrier for the new world of telework. What's more, hiring managers may steer clear of older job candidates, fearful that they may be more susceptible to the coronavirus.

"These are really hard things to counter. They are in people's head," says Van Horn. "Stereotypes take on their own life."

https://www.pbs.org/wnet/chasing-the-dream/stories/how-coronaviruspunishes-older-workers/

"The impact of this crisis on our wellbeing is significant and profound. But women are hit harder than men in terms of their financial security and mental wellbeing. Parents of young children and key workers are experiencing anxiety about the virus, huge money worries and work pressures.

https://www.fawcettsociety.org.uk/news/parents-struggling-and-womenkeyworkers-are-anxious

