

# How fertility is affecting your workforce

Written by Francesca Steyn, Director of Fertility Services at Peppy.

## Talent attraction

33% of employees want their employer to prioritise health over lifestyle benefits. To attract and retain the best talent, fertility support should be a core part of a company's culture.

## Workplace wellbeing

When going through fertility treatment, someone's physical, mental and financial wellbeing are all impacted.

- one in 10 women have endometriosis
- 25% of pregnancies end in a miscarriage
- standard IVF treatment costs between £4,000 and £8,000 per cycle

## Productivity

85% of people feel fertility treatment has a negative impact on their work and 19% have to reduce hours or leave the workplace altogether. The right support can make a huge difference – 96% of employees said they would feel more positive about their employer if they were offered specialist fertility support.

## Your LGBTQ+ community

In the past five years, the number of same-sex families has grown by over 50%. LGBTQ+ colleagues have a much higher chance of needing support when starting or growing a family, yet most LGBTQ+ people don't qualify for NHS funding for IVF. Supporting your LGBTQ+ community is good for everyone – 72% of allies say they're more likely to accept a job at a company that's supportive of LGBTQ+ employees.

# Fertility and men

40-50% of infertility issues are due to male-factor infertility and this can cause issues with self-esteem and shame. Fertility is not a women's issue, it's a workplace issue that can affect every demographic of your rising talent.

## How to support employees' fertility journey

With NHS waiting times at a record high, there couldn't be a better time for employers to step up and support their employees through their fertility journey – whatever stage they're at.

- 1 Update or introduce a fertility policy
- 2 Extend private medical insurance to cover fertility needs and treatment
- 3 Ensure your policies and work environment is inclusive
- 4 Signpost the organisations that can help
- 5 Offer your colleagues specialist help via a digital healthcare solution so they can access support even while they're working remotely



**Peppy gives your people access to specialist fertility support, so they don't have to go through it alone.**

**To learn more, get in touch at [hello@peppy.health](mailto:hello@peppy.health)**