

30 October 2023 marks the start of **National Fertility Awareness Week**. It's a subject that many may find uncomfortable, or be unsure how to talk about with colleagues, friends and family.

To kick-start the conversation, take a look at these facts about fertility.

## Who's affected by infertility?



Globally, at least **500 million** adults are affected by infertility

Source: World Health Organisation



Approximately **3.5 million** people in the UK are struggling with infertility

Source: Fertility Network



**36%** Considered leaving their jobs

\*Content from FertilityMattersAtWork

## Fertility in the workplace

61.1%

didn't feel confident in talking to their employer about trying for a baby.

68%

felt their treatment had a significant impact on their mental and emotional wellbeing.

74.2%

didn't feel that the topic of fertility was recognised in their organisation.

1.7%

had a fertility policy that met their needs.

72%

don't have a fertility policy in their workplace.

69.5%

took sick leave during treatment.

Source: Fertility Matters At Work 2020 survey

## Supporting those experiencing infertility

### Allow for reasonable adjustments:



Adjust work start and end times



Consider adjusting meeting times



'Provide storage space and other practical things

### Be flexible:



Not uncommon to be on this journey for many years



Evolving needs tailored to individual



Different routes such as surrogacy, adoption etc.

## Remember:

Real change in the workplace comes from **all colleagues** being part of the solution through training, webinars etc.

Recognise that **infertility** is classed as a **disease** by the World Health Organisation

Include **all colleagues** in the wider conversation

Trying to have a family is a **major life event**, not a lifestyle choice



## Workplace culture

Be as **fertility-friendly** as possible

Current **working patterns** may no longer suit

Be mindful about comments and use **inclusive language**



Ongoing commitment



Not just initial conversation



Takes time and commitment from all

Source: Fertility Network