for policymakers

Make fertility support part of a good employment policy

- Recognise fertility treatment as a workplace issue and include it in employment, equality and health policies.
- Set clear minimum standards for fertility-related leave and workplace support.
- Ensure fertility treatment does not disadvantage employees in terms of pay, progression, job security or access to leave.
- Promote flexible working that can accommodate treatment schedules and appointments.
- Support employers to act - provide practical guidance, tools and incentives, particularly for smaller organisations.
- Include fertility in equality and anti-discrimination frameworks so that protection is clear and consistent.
- Support community and peer-led initiatives, recognise and fund grassroots organisations and support groups that provide people affected by fertility challenges with connection, information and peer support.
- Collect better data on the impact of fertility treatment on employment and working lives.
- Involve patient associations and people with lived experience when developing policies and legislation.

Fertility support should be available and accessible to all employees.

Double Duty Fertility@Work