

IVF & Adoption Factsheet

Brief overview

Infertility is a medical condition characterized by the inability to conceive after a year of regular, unprotected intercourse. Approximately 10-15% of couples globally experience infertility.

Adoption is the legal process by which an individual or couple becomes the legal parent(s) of a child, permanently transferring parental rights and responsibilities from the biological or legal parents to the adoptive parents.

Workplace considerations

- 1. Remote Work Options**- Offer remote work options to provide a comfortable and less stressful environment.
- 2. Confidentiality and Privacy** - Ensure a confidential and supportive environment, respecting employees' privacy regarding their fertility journey.
- 3. Medical Leave** - Allow for medical leave during critical phases of IVF, such as embryo transfer or recovery after egg retrieval.
- 4. Inclusive Family Benefits** - Ensure that family benefits, such as healthcare coverage, are inclusive and extend to adopted children.
- 5. Leave for Court Appearances** - Acknowledge the potential need for adoptive parents to attend court hearings or meetings related to the adoption process and provide leave for these occasions.

Notable dates

9th Oct – 15th Oct Baby Loss Awareness Week
17th – 23rd National Adoption Week