

2021 SURVEY ON FERTILITY BENEFITS

According to a 2021 Survey commissioned by RESOLVE and fielded by Mercer:



NO SIGNIFICANT INCREASE IN COST TO EMPLOYERS

Virtually all respondents (97%) did not experience a significant increase in medical plan costs, and this includes employers that currently cover in vitro fertilization (IVF).

OVER HALF OF EMPLOYERS PROVIDE COVERAGE

55% of employers provide some level of coverage

45% of employers do not provide coverage

And fertility coverage is growing among small and large employers alike.



“The 2021 Survey on Fertility Benefits results make clear that this highly valued benefit is both **AFFORDABLE AND BENEFICIAL** to companies in terms of **ATTRACTING AND RETAINING TALENT**, being recognized as a family friendly employer, and supporting Diversity, Equity and Inclusion efforts.”

- BARBARA COLLURA, PRESIDENT/CEO,
RESOLVE: THE NATIONAL INFERTILITY ASSOCIATION



TOP POSITIVE RESULTS FROM PROVIDING COVERAGE

71%

Ensuring
access to quality,
cost-effective care

64%

Satisfying
employee requests

62%

Staying competitive
in attracting and
retaining talent



EMPLOYERS THAT COVER IVF REPORT EVEN BETTER RESULTS

81%

Employers
covering
IVF

SATISFYING EMPLOYEE REQUESTS

44%

Employers not
covering IVF

79%

Employers
covering
IVF

SUPPORTING DEI EFFORTS

27%

Employers not
covering IVF

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