



A Fertility Support
SG Initiative

fertility

Support Guide

A Guidebook for Employers
to support employees facing
fertility challenges



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[For leaders] Building a
Fertility-Inclusive Workplace

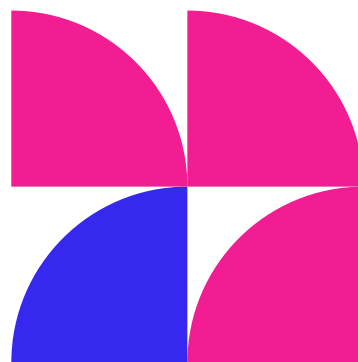
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O1 Intro *duction*

Purpose

Through the years of engagements with our Fertility Support SG (FSS) community members, we hear that many choose to suffer in silence fearing that speaking up at work could expose them to stigma, judgment, or unintended career consequences.

Without a safe and supportive space to share, the topic remains unspoken. At the same time, many companies have not yet recognised fertility as part of their inclusion and wellbeing agenda.



While efforts toward diversity and family-friendly policies are growing, fertility remains a blind spot.

This guidebook aims to bridge that gap. We look to company leaders to use this guidebook as a practical resource to understand, implement, and advocate for fertility support in the workplace.

Setting
the

context

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Fertility 101: What Every Employer & Employee Should Know

Fertility is the ability to conceive and carry a pregnancy to term.

While it is often taken for granted, **fertility is not guaranteed** — and for many individuals and couples, the path to **parenthood involves medical, emotional, and logistical challenges.**

Understanding the basics of fertility is the first step toward creating an inclusive and supportive workplace.

What is infertility:

Infertility is typically defined as the **inability to conceive after 12 months** of regular, unprotected sexual intercourse.

In some cases, medical evaluation may be recommended earlier (e.g. after 6 months) for women over 35 or those with known medical issues.

Facts:

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Imagine this at your workplace



A young executive, Mei Ling, in her early 30s, quietly starts IVF treatment.

She schedules her injections before dawn, her appointments during lunch hours, and her recovery after office hours.

She tells no one at work, fearing that her boss will think she is “less committed”.

Her teammates only see that she seems tired lately.



And there is Priya, who suffered a miscarriage at 9 weeks. She is struggling with grief and trying to process what has happened.

But she has to return to work two days later and act as if nothing has happened, because she is worried that her absence will affect her team’s view of her.

Then there is Daniel and Sarah, a couple in their late 30s, who have gone through **four unsuccessful rounds of IVF.**

Each time, they come into the office smiling the next day, trying to carry on with their work while **silently grieving the loss of hope,** again and again.

Melvin sees his wife **suffering daily injections,** and the **emotional roller coaster** of IVF.

He wants to play his part and accompany her to the almost daily check ups.

But he **doesn't know how to raise this** to his boss to ask for time off.

Sarah's boss was understanding.

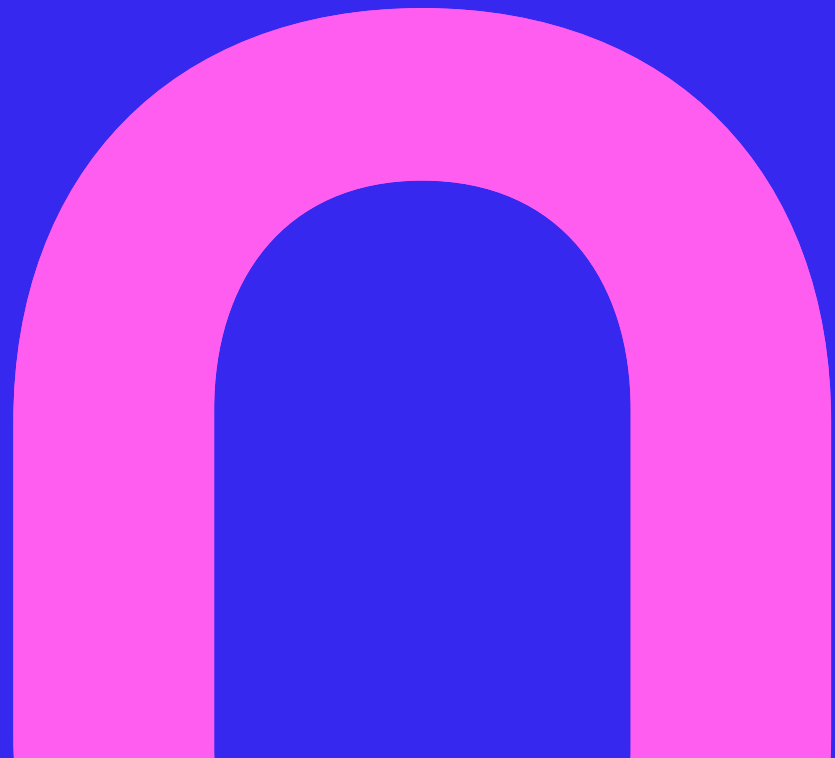
For the first two rounds of IVF, she was supportive of the frequent check ups.

But both rounds failed.

Building a

fertility ~ inclusive

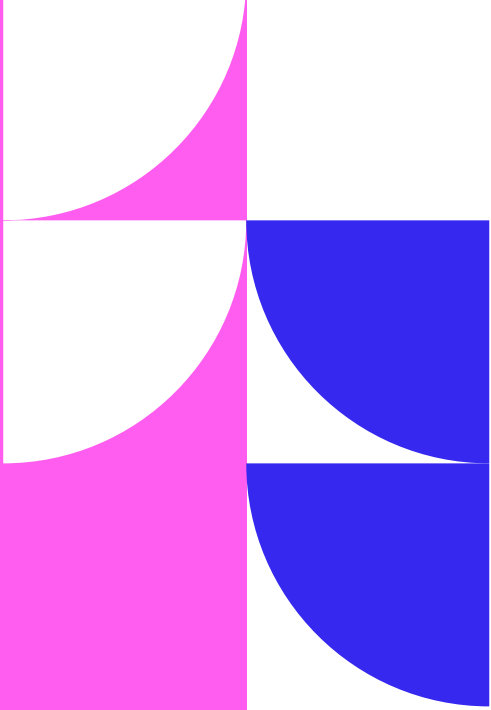
workplace



What Role Can An Companies Play in Supporting an Employee's Fertility Journey?

Companies should create inclusive, respectful workplaces that support employees through all life stages, including family-building.

Providing fertility support in the workplace is multi-faceted, combining policy, culture, leadership, and empathy.

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- A** Demonstrate leadership commitment
 - B** Implement fertility-related policies
 - C** Provide financial and practical support
 - D** Equip managers with training
 - E** Protect confidentiality and privacy
 - F** Create a safe and supportive culture

With any of the above measures, you do not have to reinvent the wheel.

Seek out partnership support such as from Fertility Support SG and clinics.

