

---

# Helping people build families and live better lives.

How family-building benefits add value for employees, companies and society.

**Nigel Edwards**  
Director, Corporate Communications,  
Ferring Pharmaceuticals

Employee Benefits | October 2024



# About Ferring



Privately owned, research-driven, specialty biopharmaceutical group committed to **building families and helping people live better lives.**



Leader in reproductive medicine and maternal health, and in specialty areas within gastroenterology and urology.



Founded in Malmö, Sweden in 1950, headquartered in Switzerland.



Global company with over 7,000 employees in more than 50 countries.



---

# What are family-building benefits in the workplace?



**Financial assistance  
to access family-  
building options**



**Parental leave  
policies**



**Practical advice  
and resources**

**Do you provide  
family-building  
benefits?**

**Please scan the QR code and  
answer the following questions**



**1 in 6 experience fertility challenges, only 32% can afford fertility treatment.**

World Health Organisation, 2023  
Carrot, 2023, Fertility at Work Global Report

**38% of countries do not provide maternity leave that meets the International Labour Organisation standard of 14 weeks, and 44% of countries do not guarantee paid leave for both parents after childbirth.**

United Nations Population Fund (2024). Advancing Sexual and Reproductive Health and Rights in the Private Sector: The Case for Action and Accountability in the workplace. New York: United Nations Population Fund.

## For organisations

# Family-building benefits drive recruitment, retention and productivity



**65%**

Would change jobs to work for a company that offers fertility benefits



**72%**

Would stay at their company longer if they had access to fertility benefits



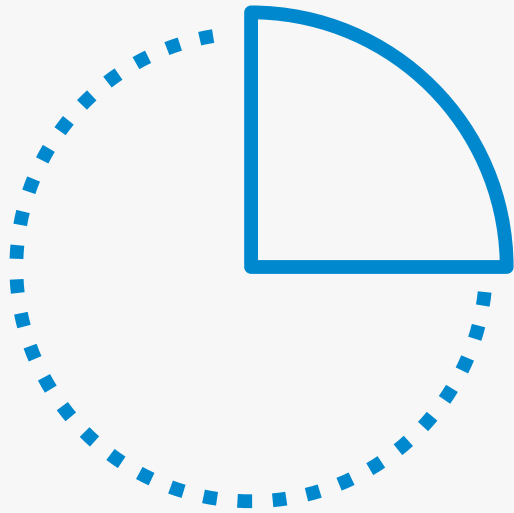
**65%**

Admit to spending time at work researching family-building options

---

## For organisations

# Offering fertility benefits could strengthen reputation



**A quarter** of a company's market value can be directly related to its reputation.

World Economic Forum



---

## For individuals

Creating a 'fertility and family-friendly' experience in the workplace may **reduce anxiety and stress** enhance wellbeing and make transitions back to work easier for employees.

**Maternity leave can improve mental health. Women who took less than 12 weeks had 15% higher depression scores**

World Policy Analysis Centre, 2018. Paid Parental Leave:  
A detailed look at approaches across OECD countries



---

## For individuals

### Greater job satisfaction

Inclusive family-building packages are tied to employee happiness and satisfaction.

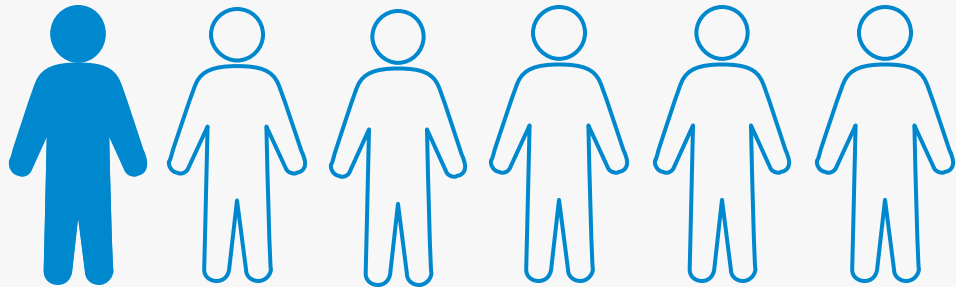
### Professional development opportunities

Supporting flexible working can create unique conditions to allow opportunities for employees to venture to other functions and geographies.



## In society

# Declining birth rates are an issue of global concern



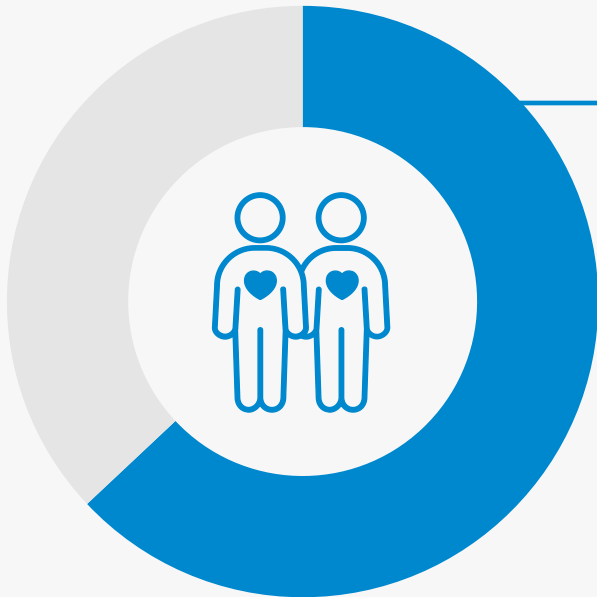
**1 in 6**

individuals experience  
infertility in their lifetime

Family-building benefits aim to remove some of the **barriers to access** that are contributing to declining birth rates.

## In society

# Equitable access promotes gender and LGBTQ+ inclusion

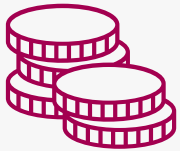


**63%**

of LGBTQ+ individuals planning to build families expect to use reproductive technology or other costly interventions – which can be a barrier.

## In society

# Investing in women's health has the potential to boost the global economy



**Extend participation of women in the workforce,** boost economies and GDP growth



**Reduce disparities in reproductive health** and contribute positively to the economy and society



**Improve health of mother and baby** – paid leave is associated with higher breastfeeding and vaccination rates

---

# We launched Building Families at Ferring in 2022



**Financial support**  
for employees to  
access family-  
building options



**26 weeks of paid  
parental leave**  
for birthing and non-  
birthing parents



**Awareness and  
support at work**  
through practical  
advice and resources

# Building Families at Ferring has been widely recognised



“

Many thanks to Ferring for allowing me to spend this precious time with my child, especially in the first magical months of his life.

The 26 weeks of parental leave allowed me to fully focus on my child and family. This, in addition to flexible working hours, helped me establish a new routine and work life balance.

**Dennis Kempmann**  
Service Delivery Manager

”





“

Being present for my loved ones helped me build a stronger work-life balance.

It was also an opportunity for my wonderful team to develop their skills and leadership during my parental leave.

”

**Stéphane Lovsin**  
Engineering Programme Manager



**FERRING**  
PHARMACEUTICALS

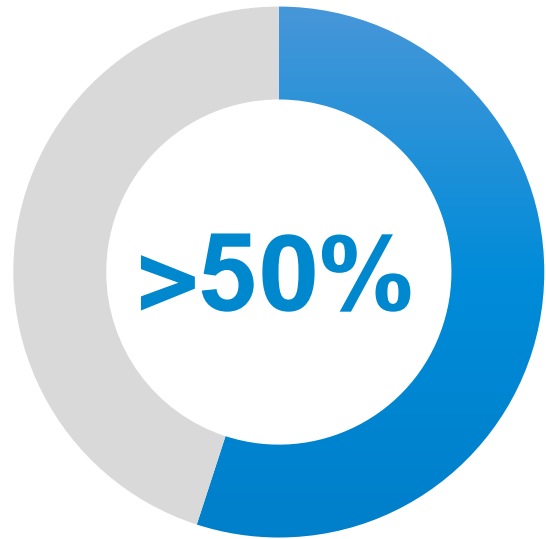
---

## Parental leave opens the door to development opportunities



**Emma Basher**, Accounting & Reporting Manager

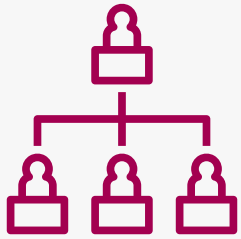
## At Ferring



of parental leave leads to development opportunities for other employees, some with long-lasting impact.



# Being fertility and family-friendly benefits you as an employer, your people and your community



## Organisation

- Drives recruitment and retention
- Increases productivity
- Boosts reputation and business performance



## People

- Improves employee wellbeing
- Reduces financial burden
- Enhances job satisfaction and development



## Society

- Helps to address declining fertility rates
- Supports LGBTQ+ and gender inclusion
- Supports the economy

# How do you become fertility and family-friendly?

## The UNFPA's three key levers for action:

- Does your organisation have **policies** on family-related benefits?
- Are you raising **awareness** among employees of the resources, benefits and services available?
- Are you increasing **access** to relevant services, counselling and facilities?

United Nations Population Fund (2024). Advancing Sexual and Reproductive Health and Rights in the Private Sector: The Case for Action and Accountability in the workplace. New York: United Nations Population Fund.

## ADVANCING SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS IN THE PRIVATE SECTOR

The case for action and accountability in the workplace



—  
**Read the full report**



**ADVANCING SEXUAL AND  
REPRODUCTIVE HEALTH AND  
RIGHTS IN THE PRIVATE SECTOR**

The case for action and accountability in the workplace



**Fertility is more than a  
personal matter, it affects  
people in the workplace too.**

# Q&A





# Connect with us!



Ferring Pharmaceuticals



@ferring



Ferring Pharmaceuticals



@ferringpharmaceuticals



Ferring Pharmaceuticals



**Do you provide  
family-building  
benefits?**

**Please scan the QR code, and  
answer the following questions**

