[Employee Benefits Tracker, Prevalence of family-friendly benefits has increased steadily over the past 10 years, (Jun. 15, 2026)]

Employee Benefits Tracker

Fertility, family planning, and family support benefits have been steadily on the rise as employers seek to attract and retain talent, support workforce well-being, and build more inclusive workplaces, according to recent research from the International Foundation. The *Employee Benefits Survey: 2026 Report* found that the increasing prevalence of family-friendly benefits is evidence that organizations understand the importance of supporting employees through all stages of family life.

“When employees face the stress of infertility challenges, adoption delays or the financial burden of family-forming expenses, that stress doesn't stay at the door,” said Carey Wooten, CEBS, Associate Vice President of Education at the International Foundation. “It can manifest as productivity loss, absenteeism or presenteeism.”

The study found the following:

- **Fertiliy benefits.** Fertility benefits serve multiple strategic purposes: attracting and retaining top talent; reducing long-term health care costs; advancing diversity, equity and inclusion goals; and supporting overall workforce well-being, the International Foundation said. In 2026, 39 percent of companies offered overall fertility benefits (up from 30 percent in 2020). Of these, 29 percent offered fertility medications in 2026 (up from 9 percent in 2016), and 30 percent offered in vitro fertilization (up from 14 percent in 2016).

- **Adoption benefits.** The survey found that both paid/unpaid adoption leave and financial assistance have trended upward over the past several years. In 2026, 35 percent offered paid adoption leave (up from 19 percent in 2016), and 23 percent offered unpaid adoption leave (down slightly from 23 percent in 2016).

- **Other family-friendly benefits.** The International Foundation noted that employers offer many other family-friendly benefits, including dependent care flexible spending accounts (69 percent); paid family leave (57 percent); paid maternity leave (above and beyond legal requirements) (45 percent); paid paternity leave (above and beyond legal requirements (38 percent); and unpaid parental/family leave beyond FMLA requirements (35 percent), among others.

SOURCE: www.ifebp.org

Healthinsurancenews; GCNnews; Welfarenews; Surveynews

https://prod.resource.cch.com/resource/scion/document/default/(%40%40DUB01%20P2204O)747fa8d7d8694735b33b67f94e3601a4?cfu=Legal&cpid=WKUS-Legal-Cheetah&uAppCtx=cheetah