

NEWS BRIEF

Survey Reveals Employees Want to Work in States With Reproductive Care Access



ResumeBuilder.com [surveyed](#) American workers to understand how public policies around reproductive care impact their attitudes toward legislation prohibiting in vitro fertilization (IVF) and willingness to work in certain states. The resume template platform surveyed 1,250 employed U.S. adults, and these were the key findings:

- One in 5 workers are unlikely to consider a job offer in a state with a highly restrictive abortion policy.
- One in 3 workers in states with the most restrictive abortion laws are considering leaving.
- Sixty percent of women and 46% of men say they wouldn't consider a job in a state with a highly restrictive abortion policy.
- Three in 10 employees are unlikely to work in a state that passes legislation banning IVF. Furthermore, 50% of workers don't support this type of legislation.
- Fourteen percent of workers are likely to leave to work elsewhere if legislation effectively banning IVF is passed in the state where they work.

Accommodations for abortion care have recently been included under the final regulations implementing the Pregnant Workers Fairness Act, which provides reasonable accommodations for pregnancy-related medical conditions like miscarriage, stillbirth and lactation. However, organizations could still be doing more on their own to attract and retain talent.

“Our survey, along with observations from my private practice, highlights a discernible trend: Individuals are increasingly evaluating their employment options based on how well they align with their health care needs.”

- Stacie Haller, ResumeBuilder's Chief Career Advisor

Employer Takeaways

As more states restrict or ban abortion and IVF, workers are reevaluating where they're willing to live and work. Employees are taking a greater stance on their health care needs and have more choices regarding when and where they want to work. As legislation continues to tighten around reproductive care, workers are prioritizing their needs before staying at a job. In response, employers may implement travel and lodging benefits to support employees. They may also consider revising their remote work policies so employees in states where reproductive care is restricted can move at their discretion. Overall, employers should balance meeting the needs of the organization and their employees.

Contact us today for more information.

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