

Transforming Workplaces: Introducing Paid Leave for IVF Procedures

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Empowering Women, Enhancing Business: A New Era of Employee Support

Law no. 53/2003, also known as the Labor Code, introduces a groundbreaking benefit for salaried women undergoing in vitro fertilization (IVF). This law grants an additional three days of paid leave annually, distributed as follows: one day on the date of ovarian puncture and two days starting from the date of embryo transfer. To qualify, employees need to submit a request along with a medical certificate from a specialist doctor.

This concise legislation carries profound implications for the rights of working women undergoing IVF. It applies to women with individual employment contracts, both in the private and public sectors, provided they meet the statutory conditions for annual leave. Specialist confirmation is essential to exercise this right, which is specifically designated for the puncture and transfer dates.

Key Benefits for Employers and Employees

1. **Supporting Women's Reproductive Rights:** By offering paid leave for IVF procedures, this law underscores a commitment to women's reproductive choices, promoting gender equality in the workplace.
2. **Reducing Gender Discrimination:** The law addresses workplace stress and potential discrimination faced by women undergoing IVF by ensuring they have the necessary time off for treatment.
3. **Promoting Workplace Inclusivity:** Encouraging a supportive and inclusive work environment, this legislation acknowledges and accommodates the reproductive health needs of female employees.
4. **Raising Awareness:** This law fosters greater understanding and empathy among employers and colleagues by highlighting the challenges of fertility treatments.
5. **Improving Health Outcomes:** Providing adequate time for recovery and health management during IVF procedures can lead to better health outcomes, reducing stress and potential complications.
6. **Mental Health Support:** Paid leave alleviates the stress and emotional toll of IVF treatments, allowing women to prioritize their well-being without work-related pressures.
7. **Addressing Demographic Challenges:** In countries with declining birth rates, supporting fertility treatments through legal provisions can help stabilize demographics by aiding more couples in conceiving.
8. **Social Acceptance and Norms:** By legally recognizing IVF leave, the law helps normalize fertility treatments, reducing stigma and encouraging open discussions about reproductive health.
9. **Retention of Talent:** Policies supporting women in their fertility journeys help retain valuable employees who might otherwise leave due to the challenges of balancing work and IVF treatments.
10. **Corporate Responsibility and Image:** Companies adhering to these regulations can enhance their reputation as supportive and progressive employers, attracting top talent and fostering employee loyalty.
11. **Legal Precedent:** This legislation sets a precedent for future reproductive health-related rights and benefits, paving the way for further advancements in this area.
12. **Ethical Responsibility:** It highlights the ethical duty of employers to support their employees' reproductive health and rights, aligning business practices with broader social values.

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Implementation and Compliance

Employers must ensure all team members understand and comply with the new regulations, which might require additional resources, training, and oversight. Smaller businesses may need to manage workload adjustments during an employee's absence.

Conclusion

The provision of additional paid leave for IVF procedures represents a progressive step towards supporting women's health and rights. It promotes gender equality, fosters a more inclusive work environment, and showcases corporate social responsibility. By implementing these policies, businesses not only comply with legal requirements but also demonstrate their commitment to employee well-being, positioning themselves as leaders in workplace inclusivity and support.

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