



### ➤ What are Contraceptives?

Contraceptives are medications, devices and products that prevent pregnancy. In addition to preventing pregnancy, many women use hormone-based contraceptives to manage menstrual side-effects.

**DID YOU KNOW?** 98 percent of sexually-active women in the US have used contraceptives over their lifetimes and 65 percent of women of reproductive age currently use contraceptives regularly.<sup>1</sup>

### Attract Top Talent

- More than half of workers say they'll choose a job opportunity that offers full reproductive health coverage—including comprehensive contraceptive coverage—over a job with less comprehensive coverage.<sup>2</sup>
- 90% of Millennials and Gen Z workers say that access to reproductive health benefits is an important consideration when evaluating a job opportunity.
- Over 70% of Americans believe insurers should cover the full cost of contraceptives.<sup>3</sup>

### Workforce Retention and Improved Productivity

- 86% of women say that being able to control if and when to become a parent has been important to their career path.<sup>4</sup>
- Contraceptive coverage helps employers avoid lost productivity associated with unintended pregnancies.<sup>5</sup>
- By reducing the number of unintended pregnancies, contraceptive coverage also reduces time away from work and improves employees' overall health as a result.<sup>6</sup>

### Financial Impact of Contraceptive Coverage

Contraceptive coverage pays for itself.

- Contraceptives coverage for all plan members amounts to less than 1% of the total amount that a healthcare plan costs and estimates show it saves employers 15-17 percent in health care expenses.<sup>7</sup>
- Over a 5 year period, employers were projected to save between \$9,000 - \$14,000 in health expenses by covering contraceptives.<sup>8</sup>



1. <https://www.guttmacher.org/fact-sheet/contraceptive-use-united-states>
2. <https://rhiaventures.org/wp-content/uploads/2022/08/Hidden-Value-The-Business-Case-for-Reproductive-Health-2022.pdf>
3. <https://www.plannedparenthood.org/about-us/newsroom/press-releases/survey-nearly-three-four-voters-america-support-fully-covering-prescription-birth-control>
4. <https://rhiaventures.org/wp-content/uploads/2022/08/Hidden-Value-The-Business-Case-for-Reproductive-Health-2022.pdf>
5. <https://www.shrm.org/topics-tools/news/hr-magazine/covering-contraception>
6. <https://www.endocrine.org/advocacy/position-statements/ensuring-affordable-access-to-hormonal-contraception>
7. <https://rhiaventures.org/wp-content/uploads/2022/08/Hidden-Value-The-Business-Case-for-Reproductive-Health-2022.pdf>
8. <https://www.guttmacher.org/gpr/2003/03/cost-contraceptive-insurance-coverage>