

Egg freezing offered as perk to female employees

26th April, 2017



Female workers in the UK are to be offered an unusual perk by their employers. British companies are considering offering egg freezing as a perk. Tech companies like

Apple and Facebook already offer egg freezing as a benefit to female employees, and now other companies may follow the tech giants' lead. Many British companies are in talks with IVF clinics about providing the option of egg freezing to women. The UK's largest chain of fertility clinics, CARE Fertility, said it has been in discussion with several high-profile employers. The perk comes at a considerable cost to employers. Apple and Facebook have been offering subsidized egg freezing to female staff at a cost of up to £16,000 (\$20,000) per employee.

Companies will provide the egg-freezing perk to allow women in their 20s or 30s to focus on their careers. The idea is that women could make use of their frozen eggs in their 40s when they meet the right partner or are financially stable. Rob Smith, clinical director of CARE London, said: "Successful pregnancy at that age is very low indeed so by freezing eggs earlier on they will just have that guarantee at the back of their mind." Mr Smith said the perk was also an option for couples wanting to conceive later in life. Critics of the idea said it was wrong to prioritise careers over having children. One said: "When [IVF] is done purely to protect their job, I think it's extraordinary that women think this is liberating."

Sources: sky.com / [londonlovesbusiness](http://londonlovesbusiness.com) / thetimes.co.uk

Writing

What are the pros and cons of IVF? Do you agree with it? Why (not)?

Chat

Talk about these words from the article.

unusual / perk / employers / benefit / IVF / clinics / discussion / cost / subsidized / focus / careers / idea / director / mind / pregnancy / conceive / protect / liberating

True / False

- Companies in the USA will start freezing eggs for female employees. T / F
- Apple and Facebook already freeze eggs for their female workers. T / F
- Fertility clinics are talking to famous companies about egg freezing. T / F
- Egg freezing is not so expensive for companies like Apple and Facebook. T / F
- Egg freezing lets young women focus on their job. T / F
- A fertility clinic director said pregnancy was successful at older ages. T / F
- Critics said it was good women chose careers over starting a family. T / F
- A critic suggested egg freezing was not liberating for women. T / F

Synonym Match

(The words in **bold** are from the news article.)

- | | |
|-------------------------|--------------------|
| 1. perk | a. remarkable |
| 2. lead | b. choice |
| 3. talks | c. sizable |
| 4. option | d. detractors |
| 5. considerable | e. example |
| 6. stable | f. emancipating |
| 7. conceive | g. negotiations |
| 8. critics | h. become pregnant |
| 9. extraordinary | i. secure |
| 10. liberating | j. benefit |

Discussion – Student A

- What kind of perks do companies usually give to their workers?
- Why do companies give perks to their employees?
- What do you think of offering egg freezing as a perk?
- What do you think of IVF?
- What do you think of the cost of egg freezing?
- What do you know about IVF?
- What are the best companies to work for?
- What are the risks of egg freezing?

Phrase Match

- | | |
|--|---------------------------|
| 1. other companies may follow the tech giants' | a. focus on their careers |
| 2. The UK's largest chain | b. egg freezing |
| 3. The perk comes at a considerable | c. to protect their job |
| 4. offering subsidized | d. lead |
| 5. at a cost | e. stable |
| 6. allow women in their 20s or 30s to | f. cost to employers |
| 7. financially | g. this is liberating |
| 8. couples wanting to conceive | h. of fertility clinics |
| 9. done purely | i. later in life |
| 10. it's extraordinary that women think | j. of up to £16,000 |

Discussion – Student B

- What do you think about what you read?
- What do you know about egg freezing?
- To what degree is egg freezing like Frankenstein?
- What is the best age to have children?
- Why do some people think a career is more important than children?
- What would critics of egg freezing say about it?
- How liberating (or otherwise) is egg freezing for women?
- What questions would you like to ask a fertility clinic boss?

Spelling

- cirndinoesg offering egg freezing
- as a inbeeft to female employees
- The UK's largest chain of trfielty clinics
- in discussion with evraesl high-profile employers
- a arnocbdeilse cost to employers
- \$20,000 per leyeomep
- focus on their srrecae
- Successful yntagrecp at that age
- they will just have that geaateurn
- couples wanting to evccnieo later in life
- I think it's ryideotaxnra
- women think this is aitgrblnie

Answers – Synonym Match

1. j	2. e	3. g	4. b	5. c
6. i	7. h	8. d	9. a	10. f

Role Play

Role A – 20

You think 20 is the best age to start having children. Tell the others three reasons why. Tell them why their ages are not so good. Also, tell the others which is the worst of these ages (and why): 29, 35 or 41.

Role B – 29

You think 29 is the best age to start having children. Tell the others three reasons why. Tell them why their ages are not so good. Also, tell the others which is the worst of these ages (and why): 20, 35 or 41.

Role C – 35

You think 35 is the best age to start having children. Tell the others three reasons why. Tell them why their ages are not so good. Also, tell the others which is the worst of these ages (and why): 29, 20 or 41.

Role D – 41

You think 41 is the best age to start having children. Tell the others three reasons why. Tell them why their ages are not so good. Also, tell the others which is the worst of these ages (and why): 29, 35 or 20.

Speaking – Having children

Rank these with your partner. Put the best age to start having children at the top. Change partners often and share your rankings.

- | | |
|------|------|
| • 20 | • 32 |
| • 23 | • 35 |
| • 26 | • 38 |
| • 29 | • 41 |

Answers – True False

a	F	b	T	c	T	d	F	e	T	f	F	g	F	h	T
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Answers to Phrase Match and Spelling are in the text.