Building Breastfeeding Support in the Workplace

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HealthConnect One
Human milk is the preferred feeding for all infants, including premature and sick newborns, with rare exceptions.
Breastfeeding Reduces Risks of Chronic Disease

- Infections
- Pediatric Asthma
- Diabetes
- SIDS
- Obesity
Healthy People 2010 Breastfeeding Goals

- 81.9% initiation in the early postpartum period
- 60.6% at 6 months of age
- 34.1% at 1 year of age
Healthy People 2010 Breastfeeding Goals

- 46.2% of mothers exclusively breastfeeding their infant through 3 months of age
- 25.5% of mothers exclusively breastfeeding their infant through 6 months of age
CDC’s Recommended Strategy Number 11 for Obesity Prevention

Communities should do the following:

- Increase support for breastfeeding
The CDC Guide To Breastfeeding Interventions

Evidence-based interventions:

- **Support for breastfeeding in the workplace**
Breastfeeding Legislation in IL


- **Ill. Rev. Stat. ch. 820 § 260** (2001) The Nursing Mothers in the Workplace Act. Requires that employers provide reasonable unpaid break time each day to employees who need to express breast milk, and make reasonable efforts to provide a room or other location, other than a toilet stall, where an employee can express her milk in privacy. (SB 542)
Breastfeeding Legislation in IL

- **Ill. Rev. Stat. ch. 740 § 137 (2004)** creates the Right to Breastfeed Act. The law provides that a mother may breastfeed her baby in any location, public or private, where the mother is otherwise authorized to be; a mother who breastfeeds in a place of worship shall follow the appropriate norms within that place of worship. (SB 3211)

- **Ill. Rev. Stat. ch. 705 § 305/10.3 (2005)** Provides that any mother nursing her child shall, upon request, be excused from jury duty. (SB 517)
New Objective to Healthy People 2010

- Increase the proportion of employers that have worksite lactation support programs
Baseline

- 25% of employers reported providing an on-site lactation/mother’s room in 2009
- Target: To increase to 38%

Employee Benefit Survey, Society for Human Resource Management (SHRM)
Women in the Workplace

- Women now, for the first time, make up half (49.9 as of July 2009) of all workers on U.S. payrolls.
- Over 70% of women with children are in the work force
The Business Case for Breastfeeding

- Educate employers about the value of supporting breastfeeding employees in the workplace
- Tools for employers to provide lactation support privacy for breastfeeding mothers to express milk.
- Guidance to employees on breastfeeding and working.
- Resources to help lactation specialists and healthcare professionals to educate employers in their communities are also available.

http://www.womenshealth.gov/breastfeeding/programs/business-case/
Comprehensive Lactation Support Program

- Support from supervisors, colleagues, and other mothers
- Flexible return to work options and time to express milk at work
- Education and access to professional lactation support
- Private space for women to breastfeed or express milk when they are at work

Taken from The Business Case for Breastfeeding-Section 2- Breastfeeding is Good for Business
Show Me the Money
Mutual of Omaha Case Study

- Study period of 343 enrolled in lactation program over a year’s time
- Annual savings of $240,000 in infant health care costs and $62,000 in prescriptions
- **The Bottom Line:** annual savings per participant: $880

*(Dickson 2000)*

Taken from The Business Case for Breastfeeding-Section 2-
Breastfeeding is Good for Business
Lactation Support: Reduces Absenteeism

- One-day absences occur twice as often for employees whose babies are not breastfed *(Cohen 95)*
- Absenteeism rates are lower for male employees when female partners breastfeed *(Galtry 97)*

Taken from The Business Case for Breastfeeding-Section 2- Breastfeeding is Good for Business
Lactation Support: 
Lowers Turnover Rates

- Employee retention a leading challenge for employers
- National retention rate is 59% after maternity leave absence
- Companies with lactation programs have higher retention rates
  - Mutual of Omaha – 83% (*Mutual of Omaha 2001*)
  - 9-company study – 94.2% (*Ortiz 2006*)

Taken from The Business Case for Breastfeeding-Section 2- Breastfeeding is Good for Business
Lactation Support: Satisfies Employees

- Employees of companies providing lactation support feel more productive and loyal to the company
  
  *(Galtry 97; Frank 98)*

- Companies offering general family-friendly benefits experience:
  - Lower turnover rates
  - Greater job satisfaction and loyalty
  - Employees work later into pregnancy, return to work faster, and work more “on their own time”
  - Spillover effect – less perceived stress at home

  *(Schwartz 1996)*

Taken from The Business Case for Breastfeeding-Section 2- Breastfeeding is Good for Business
Lactation Room at MSHC

Photo of Belinda Sayadian, Breastfeeding Coordinator at MSHC/WIC
Lactation Room for Patients and MSHC Staff
MSHC Lactation Room
MSHC Lactation Room
“Local policies and the physical environment influence daily choices that affect our health—and our weight” (Bell & Rubin, 2007)
THANK YOU!