Implementing Worksite Lactation Support Programs

Presented by:
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Session Objectives

- Identify 2 state laws relating to breastfeeding in the workplace
- Identify 2 recommendations from the CDC relating to worksite lactation support
- Identify 2 strategies for implementing worksite lactation support programs
AAP Policy Statement

Human milk is the preferred feeding for all infants, including premature and sick newborns, with rare exceptions.
Current AAP Recommendation for Breastfeeding

**Exclusive** breastfeeding for the first 6 months of life
Breastfeeding Reduces Risks of Chronic Disease

- Infections
- Pediatric Asthma
- Diabetes
- SIDS
- Obesity
Obesity and Breastfeeding

Compared to children who were never breastfed, children who were breastfed for 9 months had a 30% decrease in the odds of becoming overweight.

CDC, Does breastfeeding reduce the risk of pediatric overweight?
The Surgeon General’s Call to Action to Support Breastfeeding

“One of the most highly effective preventive measures a mother can take to protect the health of her infant and herself is to breastfeed.”
Health Care Costs

- The estimated savings for the United States if 90% of infants were exclusively breastfed for 6 months (current recommendation) is $13 billion.
Affordable Care Act - Guidelines for Women’s Preventive Services

- Now includes access to breastfeeding support, supplies, and services
  - Lactation support and counseling from trained providers
  - Breast pumps and other nursing supplies
## IL Breastfeeding Rates

<table>
<thead>
<tr>
<th></th>
<th>Illinois (%) 2008</th>
<th>Healthy People 2020 Objectives</th>
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</thead>
<tbody>
<tr>
<td>Ever breastfed</td>
<td>70.6%</td>
<td>81.9%</td>
</tr>
<tr>
<td>Breastfed at 6 months</td>
<td>44.5%</td>
<td>60.5%</td>
</tr>
<tr>
<td>Breastfed at 12 months</td>
<td>21.7%</td>
<td>34.1%</td>
</tr>
<tr>
<td>Exclusive breastfeeding through 3 months</td>
<td>35.3%</td>
<td>44.3%</td>
</tr>
<tr>
<td>Exclusive breastfeeding through 6 months</td>
<td>14.3%</td>
<td>23.7%</td>
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</tbody>
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CDC, Breastfeeding Report Card 2010
What Stands in the Way of Breastfeeding for Illinois Women?

Top 4 Reasons Illinois Women Gave For Why They Did Not Breastfeed

1. I didn’t like breastfeeding
2. **I have to go back to work or school**
3. I had other children to care for
4. I got sick and could not breastfeed

Illinois Breastfeeding Blueprint
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)
CDC’s Recommended Strategy Number 11 for Obesity Prevention

*Communities should do the following:*

○ Increase support for breastfeeding
New Objective to Healthy People 2020

- Increase the proportion of employers that have worksite lactation support programs
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
Employer Support for Lactation

- 28% of employers reported providing an on-site lactation/mother’s room in 2010 (up from 25% in 2009)
- Healthy People 2020 Target: increase to 38%

Employee Benefit Survey, Society for Human Resource Management (SHRM)
The CDC Guide To Breastfeeding Interventions

Evidence-based interventions:

- **Support for breastfeeding in the workplace**
CDC Essential Elements for Worksite Lactation Support Programs

- Space
- Time
- Support
- Gatekeepers
Space

- Nursing Mothers Room (NMR)
  - Adequate lighting
  - Ventilation
  - Privacy
  - Seating
  - Sink
  - Electrical outlet
  - Possibly a refrigerator
Mile Square Health Center
Lactation Room
Time

- Flexible work schedule
- Location
- Break times
- Job sharing
Support

- Create an atmosphere that supports breastfeeding
  - Worksite lactation policy
  - Communicate policy to staff
Gatekeepers

- Designate staff to
  - inform employees of the policy
  - provide education material
  - give support to pregnant and nursing employees
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/
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
“Local policies and the physical environment influence daily choices that affect our health—and our weight” (Bell & Rubin, 2007)
THANK YOU!