

STRATEGY

Support for Breastfeeding in the Workplace



OVERVIEW

Programs to increase support for breastfeeding in the workplace are a promising strategy for increasing breastfeeding duration. Intervention strategies designed to build support for breastfeeding in the workplace include programs and policies that encourage and support breastfeeding. Support for breastfeeding in the workplace might include any of the following: written policies, staff training, the addition of breastfeeding facilities, flexible work environments that allow breastfeeding infants to be brought to work, provision of onsite child care services, provision of breast pumps, professional support services, and paid or extended maternity leave.

Supported by:

- CDC's [Guide to Breastfeeding Interventions](#)
- Convergence Partnership's [Promising Strategies for Creating Healthy Eating & Active Living](#)

Settings:

Health Care, Worksite

EXAMPLES



A state government program to recognize **employers** who are already breastfeeding-friendly and to encourage other state employers to support breastfeeding in the workplace. The program gives certificates to all employers who document that they meet Breastfeeding Mother Friendly Employer criteria and publishes a list of these employers each year.



A statewide program recognizes and rewards breastfeeding-friendly **employers** who meet established criteria with a certificate and publishes a list of breastfeeding-friendly employers annually.



A state government program allows **employees** to bring their babies to work until the age of four months. Breastfeeding coordinators provide information about the policy to employees, offer breastfeeding education, and provide support to mothers who take advantage of the benefit.

TRT REVIEWED INTERVENTIONS

- [Texas Mother-Friendly Worksite Program](#)

RESOURCES



WORKSITE

- [Lactation Support Program](#) (Healthier Worksite Initiative, Centers for Disease Control)
This toolkit is designed by CDC to help worksites develop comprehensive programs that will improve education and environmental support for lactating women. This toolkit is divided into five sections addressing assessment, planning, implementation, maintenance, and evaluation.
- [The Business Case for Breastfeeding: Steps for Creating a Breastfeeding Friendly Worksite – Bottom Line Benefits Kit](#)
This kit includes a series of materials to help create breastfeeding-friendly work environments. It includes information for business and human resource managers to use to support breastfeeding employees and guide to breastfeeding and working for employees.
- [The Business Case for Breastfeeding: Steps for Creating a Breastfeeding Friendly Worksite: Easy Steps to Supporting Breastfeeding Employees](#)
This is a human resources booklet that includes a detailed approach to implementing a cost-effective lactation support program.
- [The Business Case for Breastfeeding. Steps to Creating a Breastfeeding Friendly Worksite: Employees' Guide to Breastfeeding and Working](#)
This employee booklet is that includes information about where to find breastfeeding help and support, how to begin breastfeeding at home, and how to adjust to breastfeeding at work.
- [The Business Case for Breastfeeding. Steps for Creating a Breastfeeding Friendly Worksite: For Business Managers](#)
This resource is developed by the Health Resources and Services Administration of the US Department of Health and Human Services. This kit contains a series of materials designed to create breastfeeding-friendly work environments. It includes booklets for business and human resource managers to use to support breastfeeding employees and an employee's guide to breastfeeding and working. The kit also provides an outreach and marketing guide with reproducible resources and a CD-ROM.
- [Oregon Breastfeeding Legislation](#)
This is an important example of legislation supporting lactation in the workplace. After ten years of citizen advocacy, the 2007 Oregon legislature passed the Rest Breaks for Breast Milk Expression Law, which sets a minimum standard for accommodating breastfeeding employees after the birth of a child.
- [Sample Worksite Breastfeeding Policy](#) (Wisconsin Department of Health and Safety)
This excellent policy can be easily adapted for different employers. It contains the appropriate policy language to support breastfeeding employees in the worksite so that they can provide their breast milk for their babies.

REFERENCES

- Prevention Institute. (2008). Promising Strategies for Creating Healthy Eating and Active Living Environments (pp. 16). Retrieved April 24, 2012, from <http://www.convergencepartnership.org>.
- Shealy, K., Li, R., Benton-Davis, S., & Grummer-Strawn, L. (2005). The Centers for Disease Control and Prevention (CDC) Guide to Breastfeeding Interventions. Atlanta, GA: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention. Retrieved on April 24, 2012, from <http://www.cdc.gov/breastfeeding/resources/guide.htm>