

POLICY MINI-BRIEF SERIES

WORK-FAMILY INFORMATION ON: BREASTFEEDING AND THE WORKPLACE

SUPPORTED BY: THE ALFRED P. SLOAN FOUNDATION
COMPILED BY: JULIE WEBER, JD; MARY CURLEW, MSW; AND SANDEE TISDALE, MSW

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SLOAN WORK AND FAMILY
RESEARCH NETWORK
BOSTON COLLEGE

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WHY IS BREASTFEEDING AND THE WORKPLACE AN IMPORTANT POLICY ISSUE?

"We need public policies that recognize that new mothers are returning to the workforce faster than ever before. Breastfeeding not only helps the baby and the mom, it helps our economy by giving employers workers with healthy families and, to make a good thing even better, breastfeeding ultimately takes pressure off of public health-care spending, which saves taxpayers money."

Massachusetts Senator Susan Fargo

HOW IS BREASTFEEDING AND THE WORKPLACE IMPACTED BY STATE LEGISLATION?

- Policy makers can help reduce the cultural taboo that is associated with breastfeeding by allowing women to breastfeed in public and private places.
- Policy makers can create mandates for employers that allow employees to breastfeed or pump at the workplace.
- Policy makers can protect against employee discrimination or harassment for breastfeeding workers.

Want more INFORMATION on BREASTFEEDING AND THE WORKPLACE?

http://wfnetwork.bc.edu/pdfs/policy_makers14.pdf

HOW DOES COMBINING BREASTFEEDING AND WORK AFFECT EMPLOYEES AND BUSINESSES?

- Better health for mothers and children
- Decreased absenteeism from work
- Decreased health-care costs
- Improved productivity
- Increased employee loyalty and reduced turnover

Want more DEFINITIONS?

<http://wfnetwork.bc.edu/topic.php?id=37>

RECENT LEGISLATION

Many states have already established laws to support breastfeeding. For example:

- Forty-three states have enacted statutes giving women the right to breastfeed in any location, public or private, where the mother is authorized to be present (AL, AK, AR, AZ, CA, CO, CT, DE, FL, GA, HI, IL, IN, IA, KS, KY, LA, MA, ME, MD, MN, MS, MO, MT, NM, NC, ND, NH, NJ, NV, NY, OH, OK, OR, PA, RI, SC, TN, TX, UT, VT, WA, WY).
- Eight states have laws that provide mandates for workplace support of breastfeeding (CA, CO, CT, HI, MS, OR, TX, WA).
- Three states have passed laws that deem it unlawful to discriminate against breastfeeding mothers (CT, CO, HI).

CURRENT SESSION

In 2009, eight states have proposed related legislation, including:

- Four states have introduced bills providing accommodations for employees to breastfeed (AK, ME, NE, NJ).
- Three states have introduced bills that expand civil rights to include breastfeeding (NE, NJ, NY).
- Two states have introduced bills that make it unlawful to discriminate based on breastfeeding status (ND, PA).
- One state has introduced a bill that exempts breastfeeding from certain offenses (ND).
- One state has introduced a bill which will establish a fine for violation of a breastfeeding law (KY).

Want more LEGISLATIVE information on BREASTFEEDING AND THE WORKPLACE? http://wfnetwork.bc.edu/pdfs/BillTheme_Breastfeeding.pdf

SITES WITH MORE INFORMATION

- La Leche League International: <http://www.llli.org>
- Breastfeeding Works: <http://www.breastfeedingworks.org>
- The United States Breastfeeding Committee: <http://www.usbreastfeeding.org>

Want more LINKS to MORE SITES? <http://wfnetwork.bc.edu/topic.php?id=37>

% DID YOU KNOW?

- Breastfeeding durations are lower among working women than women who do not work (Cardenas & Major, 2005).
- Only 10% of full-time working mothers are still exclusively breastfeeding their 6-month old babies (Cardenas & Major, 2005).
- The additional cost of health-care services for illnesses of formula-fed infants in the first year of life totaled between \$331 and \$475 for each never-breastfed infant (Ball & Wright, 1999).

Want more STATISTICS or the full references for above statistics?

http://wfnetwork.bc.edu/statistics.php?search_text=breastfeeding

SUGGESTED READINGS

Cardenas, R. A., & Major, D. A. (2005). Combining employment and breastfeeding: Utilizing a work-family conflict framework to understand obstacles and solutions. *Journal of Business and Psychology*, 20, 31-51.

Centers for Disease Control and Prevention (2007). *Support for breastfeeding in the workplace*. Atlanta, GA: Author. Retrieved from http://www.cdc.gov/breastfeeding/pdf/BF_guide_2.pdf

Gattrell, C. J. (2007). Secrets and lies: Breastfeeding and professional paid work. *Social Science and Medicine*, 65, 393-404.

Jackowitz, A. (2008). The role of workplace characteristics in breastfeeding practices. *Women & Health*, 47, 87-111.

The Policy Mini-Brief Series provides a summary of Breastfeeding and the Workplace policy information. To learn more about Breastfeeding and the Workplace, go to http://wfnetwork.bc.edu/pdfs/policy_makers14.pdf