

Why should employers provide lactation support for their employees?

Employers benefit!

Overall Cost Savings

Breastfed babies are healthy babies. Parents spend less time away from work caring for sick children. Health insurance claims for breastfeeding mothers and their infants are up to three times less. Employers that provide lactation support services save \$3 for every \$1 spent on lactation support services. This saves \$400 per baby in the first year of life.

Decreased Absenteeism

Employees who breastfeed their babies are less likely to miss work with a sick child.

Increased Employee Retention

Workplaces with lactation support programs have a retention rate for all employees of 94.2 percent compared to the national retention rate of 59 percent.

Increased Employee Job Satisfaction

Mothers who participate in employer sponsored lactation support programs report having an overall positive work experience and less stress due to fewer child illnesses.

Employee Recruitment Incentive

Female employees value businesses that provide lactation support.

Positive Business Image

Employees, customers and the community at large view businesses that support breastfeeding as family-friendly. Many workplaces receive local, state and national recognition for supporting breastfeeding.

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What steps can employers take to provide lactation support for employees?

Provide flexible breaks for employees to express breast milk.

Expressing milk takes time. Women usually need two to three breaks, up to 30 minutes each. This becomes less frequent around six months of age (when babies begin solid foods).

Provide a private space, NOT a bathroom, where employees can express breast milk.

Workplaces that provide a lactation room (a 5'X7' room is sufficient) with a comfortable chair and close access to a restroom enable breastfeeding employees to meet the needs of their babies while still fulfilling their workplace role.

Provide education.

Educate all employees on the benefits of breastfeeding in addition to location support services available online and in the community.

Develop a breastfeeding policy and promote it.

Use the resources at **WorkWellNC.com** to develop a policy for your workplace. Provide a copy of the breastfeeding policy to all employees. The policy can be included as part of new-hire orientation and posted in a public place, such as a lobby or break room, to inform employees and customers about services and available support.

To learn more visit WorkWellNC.com.

