

WHY EMPLOYERS SHOULD CARE ABOUT *lactating employees in the workplace*



Women in the workplace

There are approximately 71% of women in the workforce who have children under the age of 18 years old, 65% of whom are under the age of 6. Given that so many parents juggle the responsibilities of work and home life, it is important for employee retention and morale to have supportive workplaces.

Benefits to employers

Insurance providers report savings in health care expenses, fewer prescriptions, and reduced absenteeism rates when babies are provided human milk. They also report a higher retention rate for employees who have access to lactation accommodations, as well as more productivity. Supporting parents who are providing human milk encourages diversity and inclusion in the workforce.



It's easy to do

The needs of parents who pump at work are generally minimal. The law encourages employers to allow lactating parents adequate time to express milk during their workday, in a private, sanitary space that is not a restroom. An employee will typically need 2-3 opportunities a day to provide enough for their growing babies. Employees with desk jobs can keep working while using a "hands-free" pumping apparatus, if desired, or utilize breaks. Offering support goes a long way in helping parents and families stay happy and healthy.

Best practices

Employers are encouraged to have a written policy supporting lactation and employees at work. An open-door policy to encourage expectant parents to discuss accommodations and expectations after the birth of baby is crucial for a parents ability to return to work. Employers should provide a positive work environment for lactating employees by offering support where possible so that mothers feel empowered to reach their breastfeeding goals.

