

# WORKPLACE BREASTFEEDING SUPPORT IN CALIFORNIA



Breastmilk contains essential nutrients needed for optimum infant growth and development.



The Surgeon General has called on all sectors of the community, including employers, to protect, promote and support breastfeeding mothers.

## Workplace breastfeeding support is required by law



Half of all moms work during pregnancy and most plan to return to work and breastfeed. Working moms need support to continue breastfeeding.

Workplace support includes providing time and private space to express breastmilk. Moms need to pump as often as every 2-3 hours.

*Note: All lactating individuals need lactation accommodation and support, not just those identifying themselves as breastfeeding mothers.*

### Employers should:

-  Provide workplace breastfeeding support as part of cost containment. It saves money due to reduced sick days and health care costs. See why and how at the [Business Case for Breastfeeding](#)<sup>1</sup>.
-  Designate areas for pumping, breastfeeding and storing of milk to create a more breastfeeding friendly workplace. See [laws](#)<sup>2</sup> that protect breastfeeding employees.
-  Develop, implement and share a workplace breastfeeding support policy with all employees. The policy will include employee rights and process to request time and private space for pumping. See [sample policy](#)<sup>3</sup>.

### Moms can:

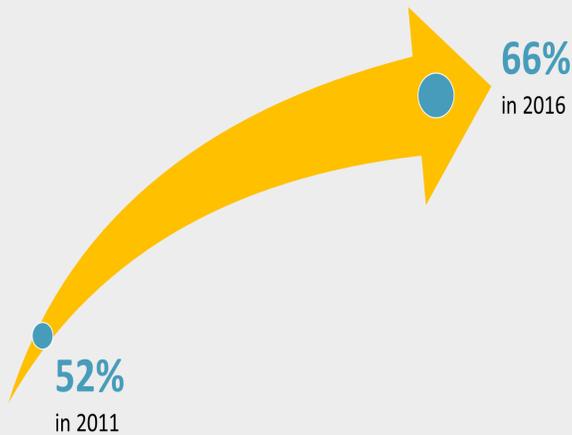
-  Know their rights. Speak to their employer about maternity leave and workplace support.
-  Talk to their healthcare provider about breastfeeding support and getting a breast pump.
-  Talk with employers about their need for breastfeeding accommodation so they can continue to breastfeed once they return to work.

- [https://www.womenshealth.gov/files/documents/bcjb\\_business-case-for-breastfeeding-for-business-managers.pdf](https://www.womenshealth.gov/files/documents/bcjb_business-case-for-breastfeeding-for-business-managers.pdf)
- <http://www.usbreastfeeding.org/p/cm/ld/fid=482>
- <https://www.womenshealth.gov/files/assets/docs/breastfeeding/employer-solutions/samplepolicy.pdf>



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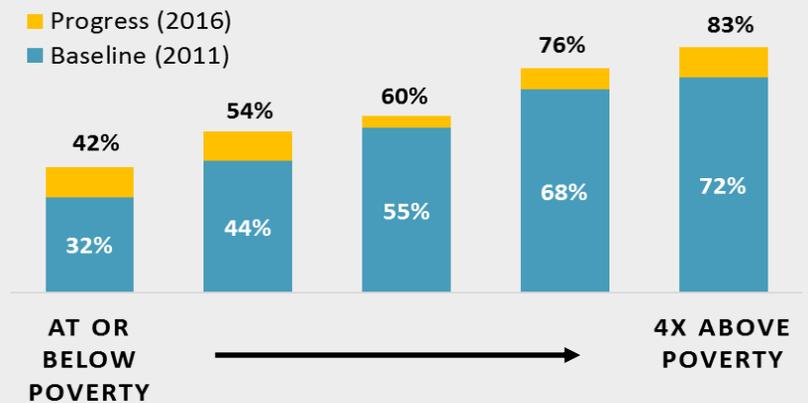
## Progress in Workplace Breastfeeding Support Since 2011



Since 2011, the percentage of women that have workplace breastfeeding support has increased from **52% to 66% in 2016**.

### Household Income

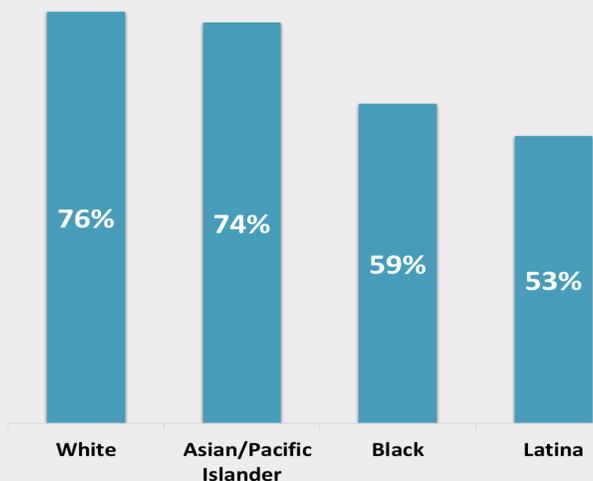
Although women with lower household income are less likely to have workplace breastfeeding support, rates have been improving since 2011.



## Disparities Remain in Workplace Breastfeeding Support

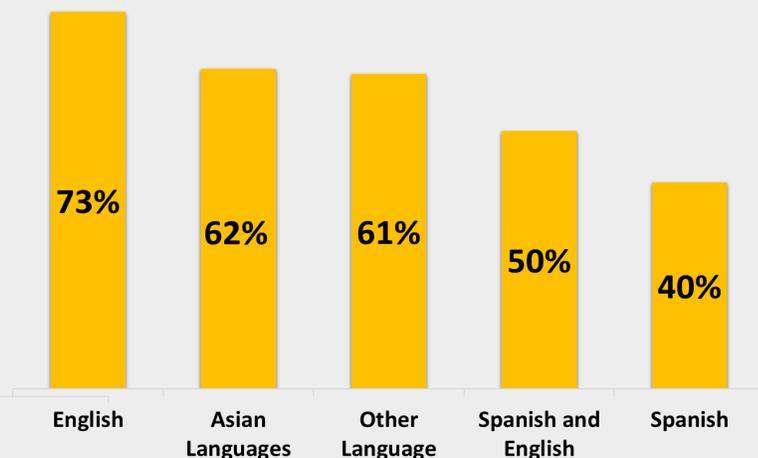
### Race/Ethnicity

Black and Latina women are less likely to have workplace breastfeeding support compared to White and Asian/Pacific Islander women.



### Language

Women with primary language other than English are less likely to have workplace breastfeeding support.



Source: Maternal and Infant Health Assessment (MIHA), 2011 and 2016. For more information about MIHA, visit [www.cdph.ca.gov/MIHA](http://www.cdph.ca.gov/MIHA).