

Breastfeeding and work



Content

- Importance of breastfeeding
- Situation in the world
- Cost
- What can they do
 - The employer
 - The co-worker
 - The mother

Why is breastfeeding so important?

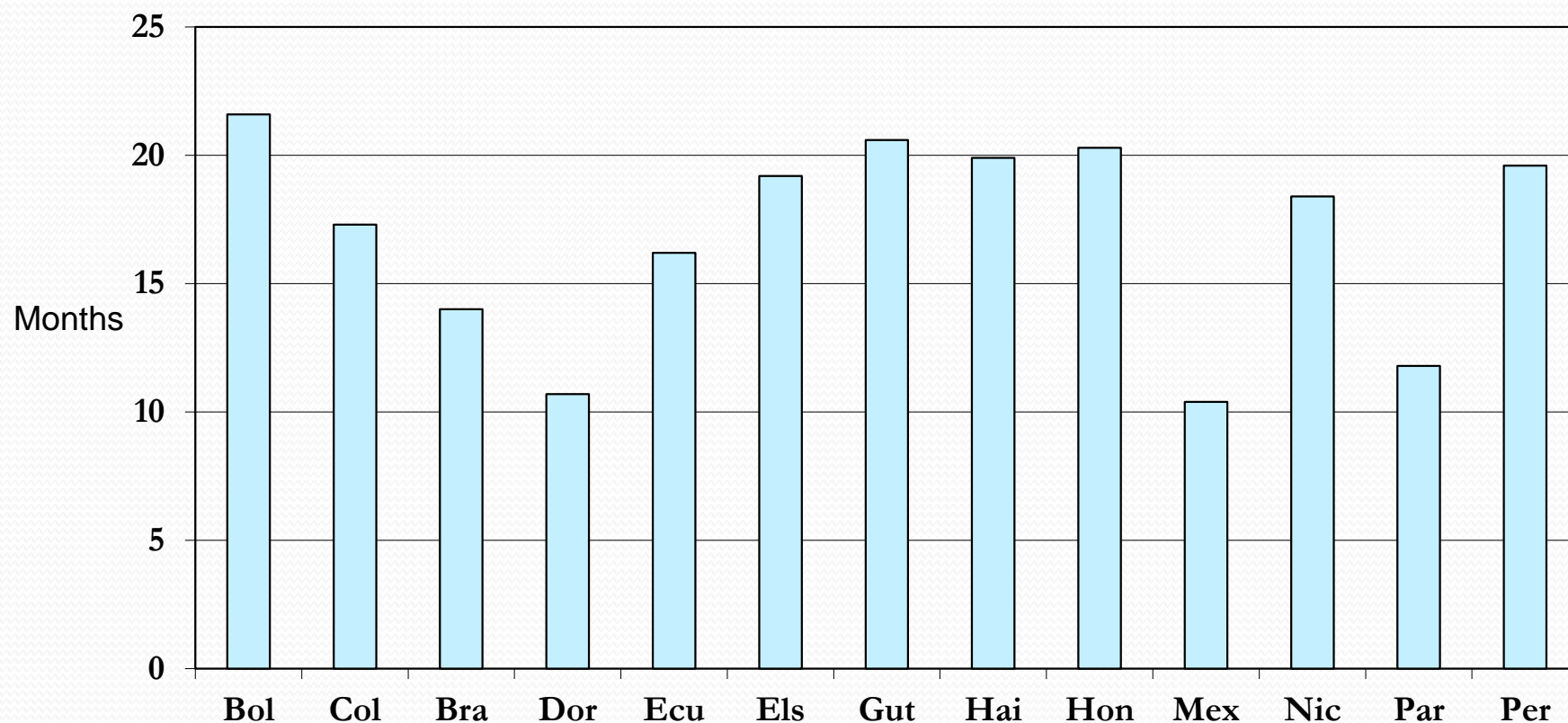
For the baby:

- Improves job performance in adulthood
- Increases intelligence (6 points higher in average)
- Reduces the frequency and severity of infectious diseases
- Reduces the risk of hypertension, type 2 diabetes and leukemia
- Reduces the risk of death in the neonatal period

For the mother:

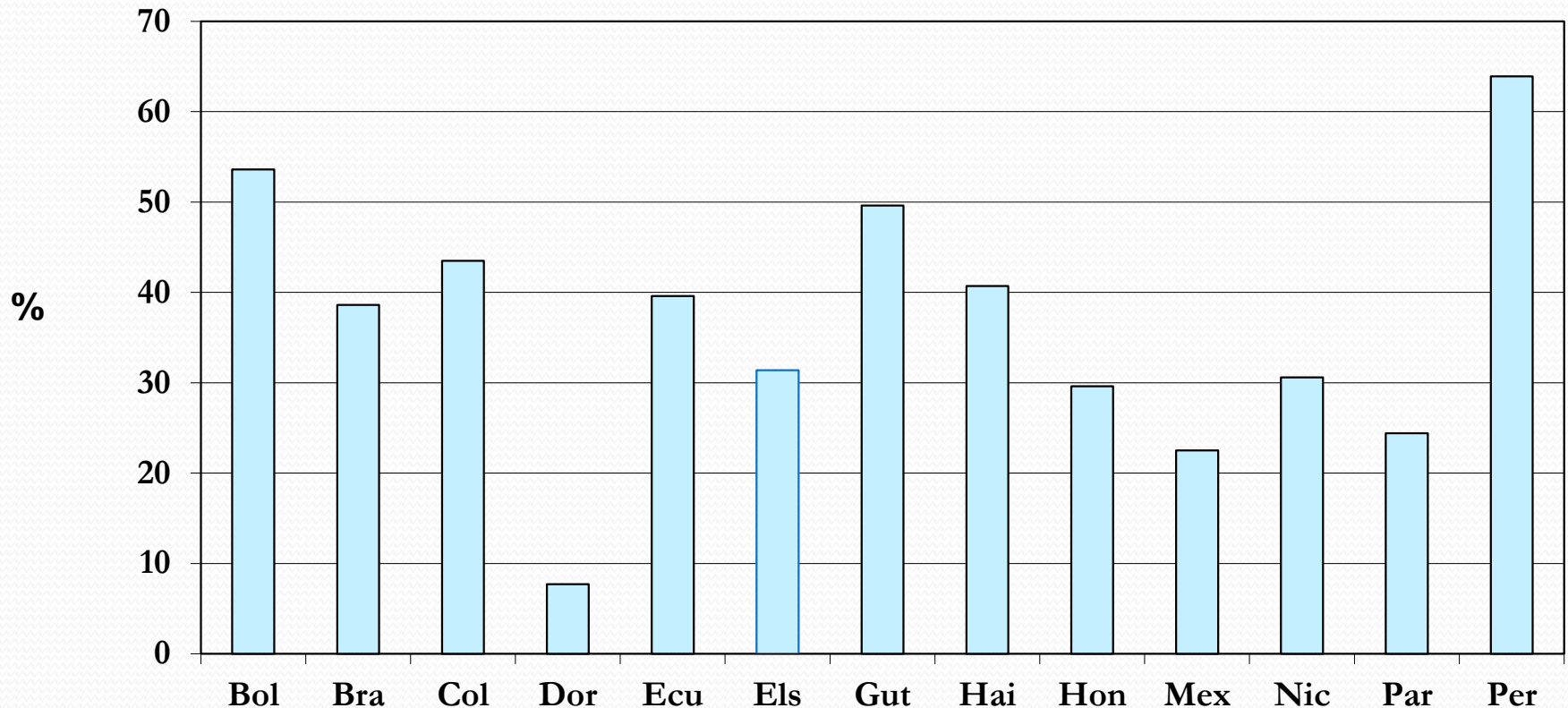
- Prevents breast and ovarian cancer

Duration of breastfeeding (months) in Latin America and the Caribbean: National studies from 2002 to 2010



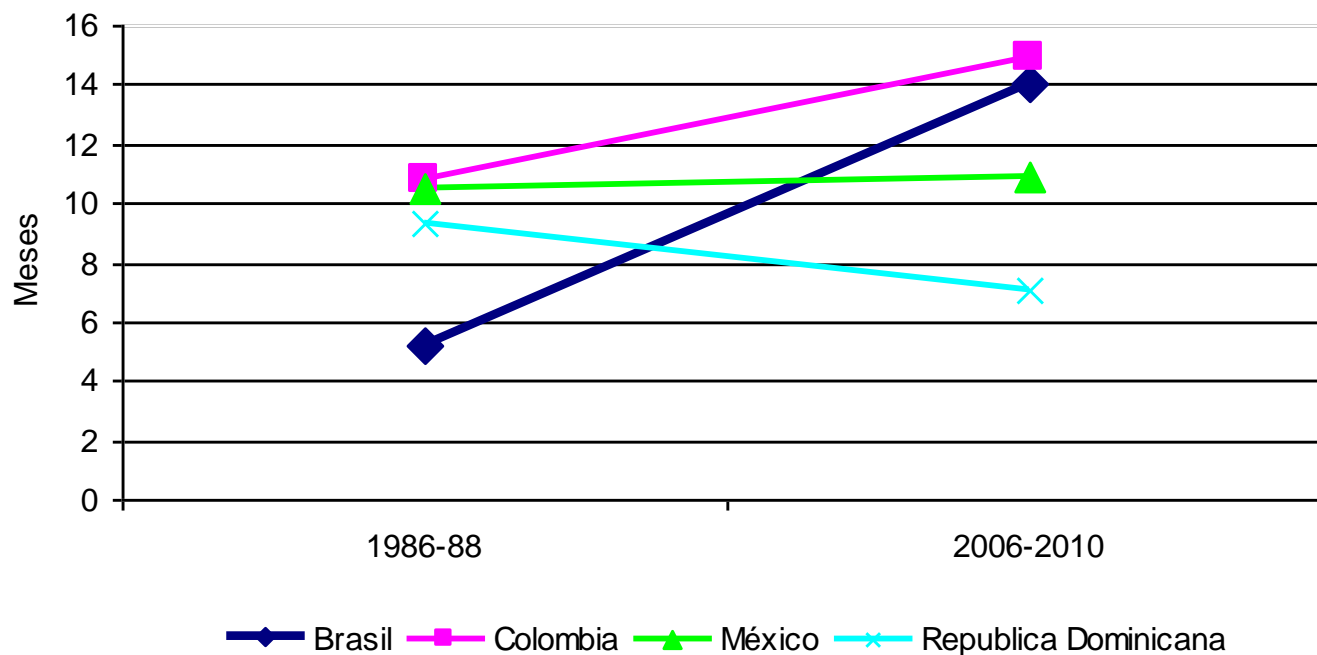
Pan American Health Organization (PAHO). Current Situation and Trends of Maternal Breastfeeding in Latin America and the Caribbean: Policy Implications and programmatic Washington, DC : PAHO; 2012

Exclusive breastfeeding in infants <6 months (%) in Latin America and the Caribbean: 2002-2010



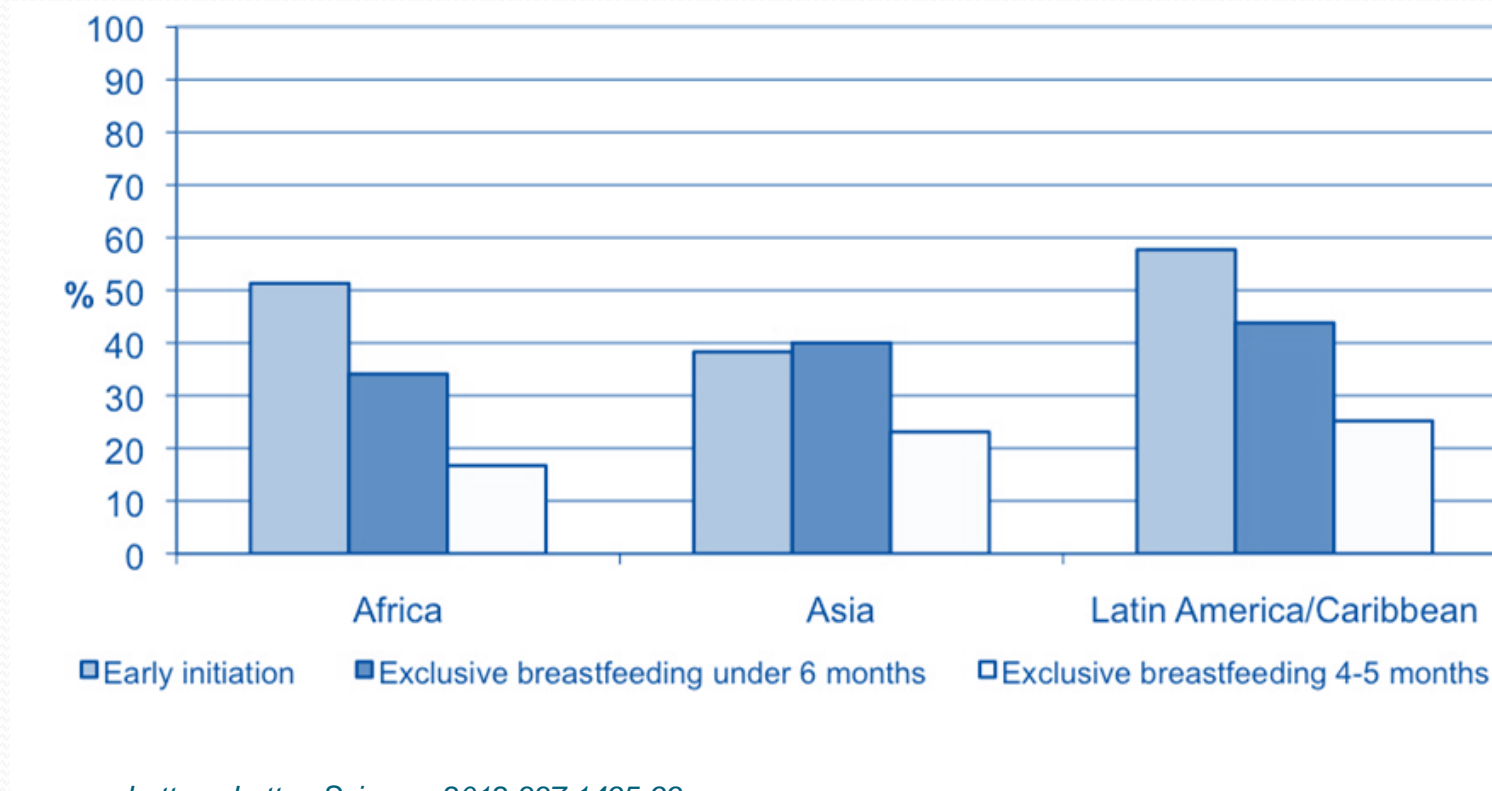
. Pan American Health Organization (PAHO). *Current Situation and Trends of Maternal Breastfeeding in Latin America and the Caribbean: Policy Implications and programmatic Washington, DC : PAHO; 2012*

Changes in the duration of breastfeeding in Brazil, Colombia, Mexico and Dominican Republic



Lutter and Morrow. Protection, Promotion and Support and Global Trends in Breastfeeding. Advances in Nutrition 2013

WHO recommendations on feeding practices and global situation (46 surveys, 2002-2008)



Lutter y Lutter, Science. 2012;337:1495-99

Cost of sub-optimal breastfeeding practices in the US

- US\$ 13 total trillion
- US\$ 2.5 billion in health costs
- US\$ 10.5 billion premature deaths

Source: Bartick M and Reynolds A. *Pediatrics* 2010; 125:e1048.



Uno de estos dos bombones fue envuelto en un baño público...

¿Cuál comerías?



*One of these candies was wrapped in a public restroom.
Which one would you eat?*

How does the employer get benefits from breastfeeding?

- Better satisfaction and loyalty of employees
 - Increased retention of employees
 - Lower absenteeism, since those babies get sick less
 - Improved corporate image
 - Lower costs of health care
- ❖ Mothers who feed with formulas are absent to take care of their sick children more than twice as many days than mothers who breastfeed

How to transform the company or institution into a “Friendly Breastfeeding Workplace”?

- Draft a corporate policy with at least 4 lines, saying the company or institution:
 - supports breastfeeding
 - provides the conditions leading to the maintenance of exclusive breastfeeding for six months and total duration of breastfeeding for two years or more
 - is flexible regarding breaks and allows women to express milk every three hours
 - has a lactation room that is hygienic, private, comfortable and easily accessible

How to establish a nursing room ?

- A nursing room requires the following facilities and supplies
 - appropriate dimensions
 - comfortable chair, a sink, and a refrigerator
 - good lighting and ventilation
 - electrical outlet
 - blackboard where mothers can place pictures of their babies

Example of a nursing room



Ministry of Health, Argentina

How can the mother plan breastfeeding when going back to work?

- During pregnancy:
 - Knowing her legal rights relating to maternity leave
 - Discussing with her boss the plans to breastfeed
 - Finding out if the company offers a support program and a nursing room or private area (not a bathroom!) where she can express breastmilk
- During maternity leave:
 - Taking as many weeks as she possibly can
 - Practicing expressing milk manually or with a quality pump
 - Helping her baby to adapt to drinking breast milk in a cup

How to preserve breastmilk

Location	Temperature	Duration
Table	Room temperature (> 25oC/ 77oF)	6-8 hours
Freezing ball	15 to -4oC/ 9.4 to -15oF	24 hours
Fridge	-4 oC/ -20oF	5 days
Freezer	-15oC/ -26oF	2 weeks

Source: Academy of Breastfeeding Medicine. (2004). Clinical Protocol Number #8: Human Milk Storage Information for Home Use for Healthy Full Term Infants. Princeton Junction, New Jersey: Academy of Breastfeeding Medicine..
Available at: http://www.bfmed.org/Resources/Download.aspx?Filename=Protocol_8.pdf

How can the co-worker help?

- Supporting the mother to have flexible breaks, replacing her in some of her tasks, or coordinating with her on her breaks
- Making her feel she is not alone in her attempt to breastfeed and that she is not making co-workers uncomfortable with her decision
- If having a mother under supervision: offering her alternatives to facilitate her return to work such as reduced hours, weekly day off, or even work from home

Thank you!



Additional material is available at: www.paho.org/wbw