

The Business Case for Breast/Chestfeeding

Becoming a Breast/Chestfeeding Friendly Business gives your company bottom line benefits.

Lower absenteeism. One-day absences to care for sick children occur more than two times as often for parents who do not breast/chestfeed their infants.³

Lower health care costs. One study found that allowing parents to breast/chestfeed for at least 6 months could save over \$3.5 billion in healthcare costs (adjusting for inflation).⁴

Lower Turnover Rates: A study of multiple companies with lactation support programs found an average retention rate of 94.2% compared to the national average of 59%.⁵

Positive Return on Investment: Employers receive a 3:1 return on investment for every \$1 invested in lactation support.⁶

Additional Benefits Include:^{5,7}

- Earlier return from maternity leave (on average)
- Higher employee productivity
- Higher employer loyalty
- Recognition as a desirable workplace for future employees

IN 2019, 75% OF CONNECTICUT MOTHERS WITH BABIES WERE EMPLOYED.¹

Supporting families who wish to breast/chestfeed their babies and return to work is a WIN-WIN for employees and employers. Under Connecticut state law, all businesses are required to provide lactating employees reasonable break times to pump and a space (other than a bathroom) to express milk.²



Breast/Chestfeeding Friendly Business Basics: Employees Need...⁸

Time to Express Milk – The number of breaks and length of time needed to pump will vary for each employee based on their milk supply. Typically, two to three 15-20 minute breaks during a typical 8-hour work period (plus additional time to go to the lactation site)

- Employees can use regularly allotted breaks and lunch period
- Excess time that may be needed can be made up before or after work, or at other times negotiated with supervisors
- Employees may need some flexibility to schedule their breaks at different times based on their milk supply. Their needs will likely change over time as their baby grows.

Space to Express and Store Milk - A private and clean area to express milk that has running water, an electrical outlet, and a lock on the door are essential as is a refrigerator (or cooler) to store milk

- **Please Note:** A restroom is NOT a sanitary place to express milk!

Information – Provide information about the business's lactation policies and postpartum assistance resources locally

Support - From company managers, supervisors, co-workers, and other lactating employees

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8. THE ECONOMIC ROLE OF PAID CHILD CARE IN THE U.S. – A REPORT SERIES. COMMITTEE FOR ECONOMIC DEVELOPMENT OF THE CONFERENCE BOARD. (2022). RETRIEVED JUNE 3, 2022, FROM [HTTPS://WWW.CED.ORG/PAIDCHILD CARE?PAGE=PART-2#FEMALE-AND-MATERNAL-LABOR-FORCE-PARTICIPATION-RATES,-1977-2021](https://www.ced.org/paidchildcare?page=part-2#female-and-maternal-labor-force-participation-rates,-1977-2021)

By becoming a breast/chestfeeding friendly business, employers are not only benefiting their employees, but their employees' children as well.

Infants who are breast/chestfed have a lower risk of infections and illnesses, including ear infections, respiratory infections, dermatitis, and gastrointestinal disorders.⁹ One analysis found that for every 1,000 babies not breast/chestfed, there is an excess of 2,033 physician visits, 212 days in the hospital, and 609 prescriptions.⁹ Infants who are breast/chestfed also incur **significantly less costs** in their primary care, emergency room consultations, and hospital admissions than those who are formula fed.¹⁰



The health impact of breast/chestfeeding is even greater on infants enrolled in daycare centers.¹¹ Daycare attendance increases infants' exposure to bacteria and minor infections.¹¹ One study found that breast/chestfeeding may lessen the effect that exposure to minor infections during daycare has on an infant's risk for developing Type 1 Diabetes.¹¹ This protective effect of breast/chestfeeding on children in daycare persists well into the child's second year of life.¹²

WOULD YOU LIKE TO MAKE YOUR WORKSITE MORE BREAST/CHESTFEEDING FRIENDLY?

BE ONE OF THE FIRST EMPLOYERS TO APPLY FOR A NEW HAVEN "BUSINESS CASE FOR BREAST/CHESTFEEDING" EMPLOYER MINI GRANT TODAY AND RECEIVE UP TO \$500 TO MAKE YOUR BUSINESS MORE BREAST/CHESTFEEDING FRIENDLY!

SCAN THE QR CODE TO APPLY:



IF YOU WOULD LIKE MORE INFORMATION OR SUPPORT IN GETTING YOUR PROGRAM GOING, WE ARE HERE TO HELP. PLEASE CONTACT:

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