



Breastfeeding at Work

EMPLOYERS SURVEY RESULTS

SUMMARY OF RESULTS

- ▶ Women's Health Action surveyed 75 Employers in May, June and July 2015, around practices and attitudes towards breastfeeding in the workplace.
- ▶ Most workplaces (86%) have one or more supports available for staff who wish to breastfeed in the workplace.
- ▶ Similarly, most workplaces (91%) offered women returning to work after parental leave some flexibility in their working hours.
- ▶ Employers were mostly positive about the impact of allowing women to breastfeed or express in the workplace, with most (68%) believing that it would improve morale



SUMMARY OF RESULTS

- ▶ Over one-quarter of respondents (28%) are not aware of the 2008 Infant Feeding Amendment to the Employment Relations Act 2000, which is designed to provide guidance for the protection and promotion of breastfeeding through breaks and facilities.
- ▶ Three quarters of respondents (76%) believe better support could be provided to them to help them support breastfeeding mothers in the workplace.
- ▶ Most, however, would not be willing to pay for these services.



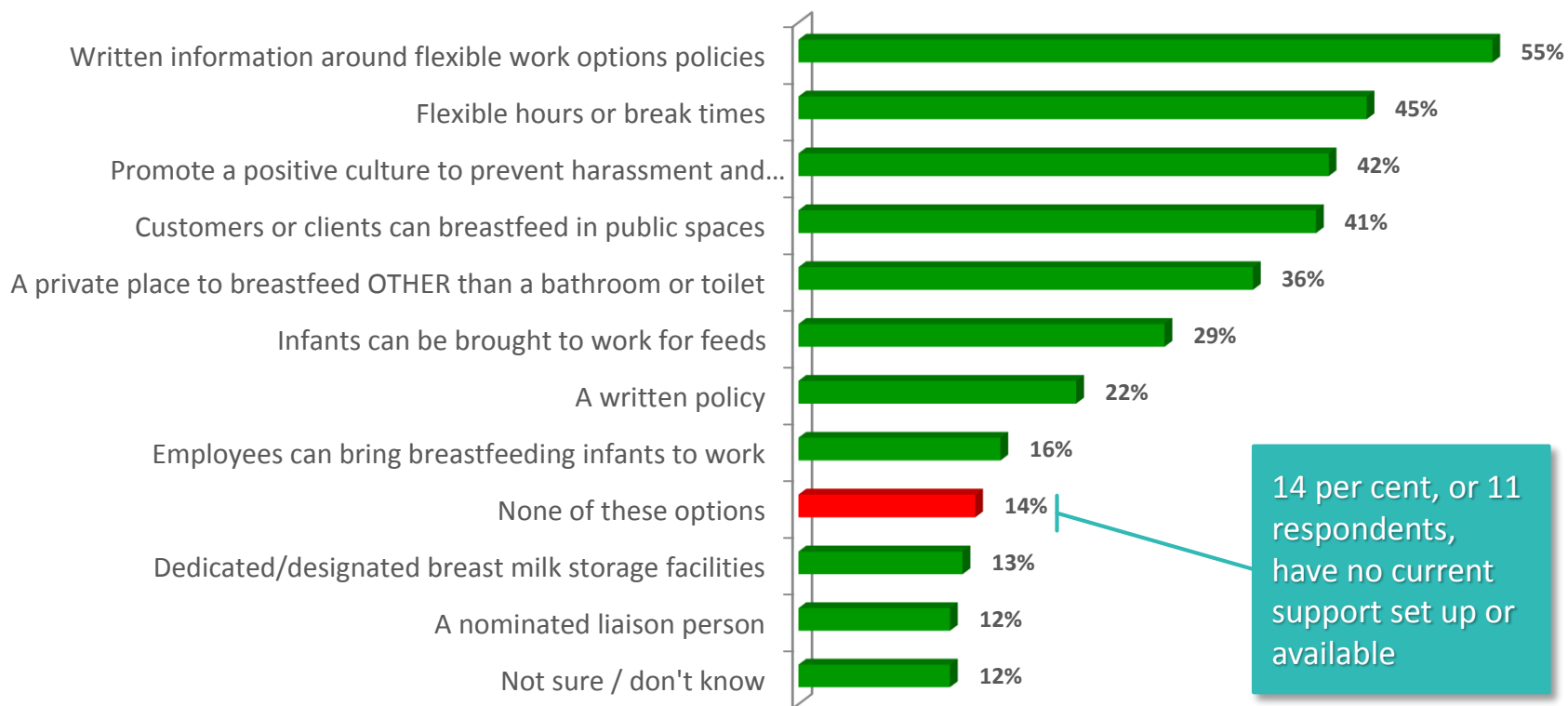
RESPONDENTS

- ▶ The majority of respondents had more than 100 staff in their business or organisation
- ▶ The people who answered our survey came from a range of sectors, however most were in health (26%) or education (15%).
- ▶ Please see Appendix 1 for a breakdown of these figures



MOST WORKPLACES PROVIDE PREGNANT OR BREASTFEEDING STAFF WITH WRITTEN INFORMATION ON FLEXIBLE WORK OPTIONS, AND OFFER FLEXIBLE HOURS OR BREAK TIMES

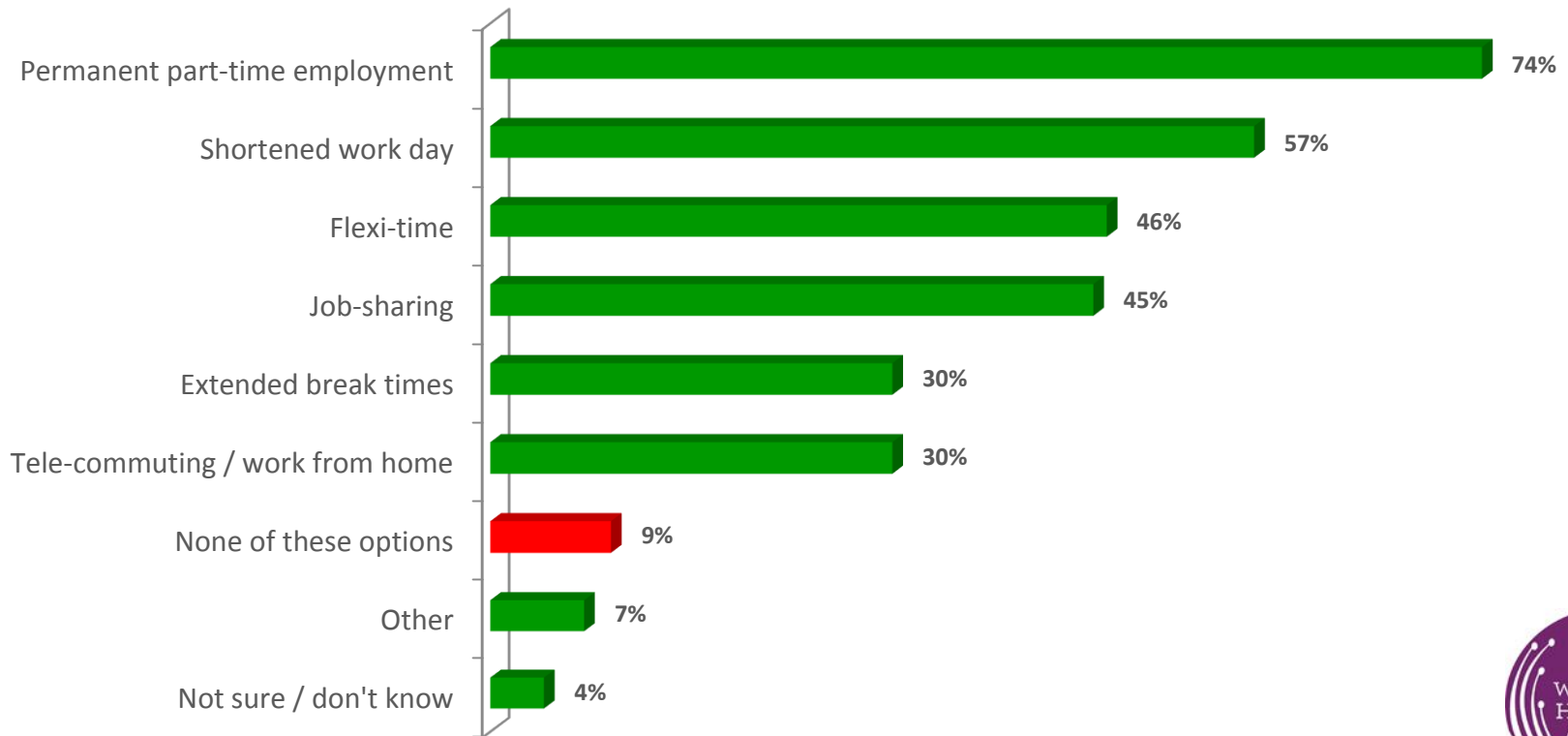
WORKPLACE SUPPORT AVAILABLE FOR BREASTFEEDING EMPLOYEES



Note that respondents were able to answer multiple options, so percentages may exceed 100%

MOST WORKPLACES OFFERED WOMEN RETURNING TO WORK AFTER PARENTAL LEAVE PERMANENT, PART TIME EMPLOYMENT AND SHORTENED WORK DAYS

OPTIONS AVAILABLE TO WOMEN RETURNING TO WORK AFTER PARENTAL LEAVE

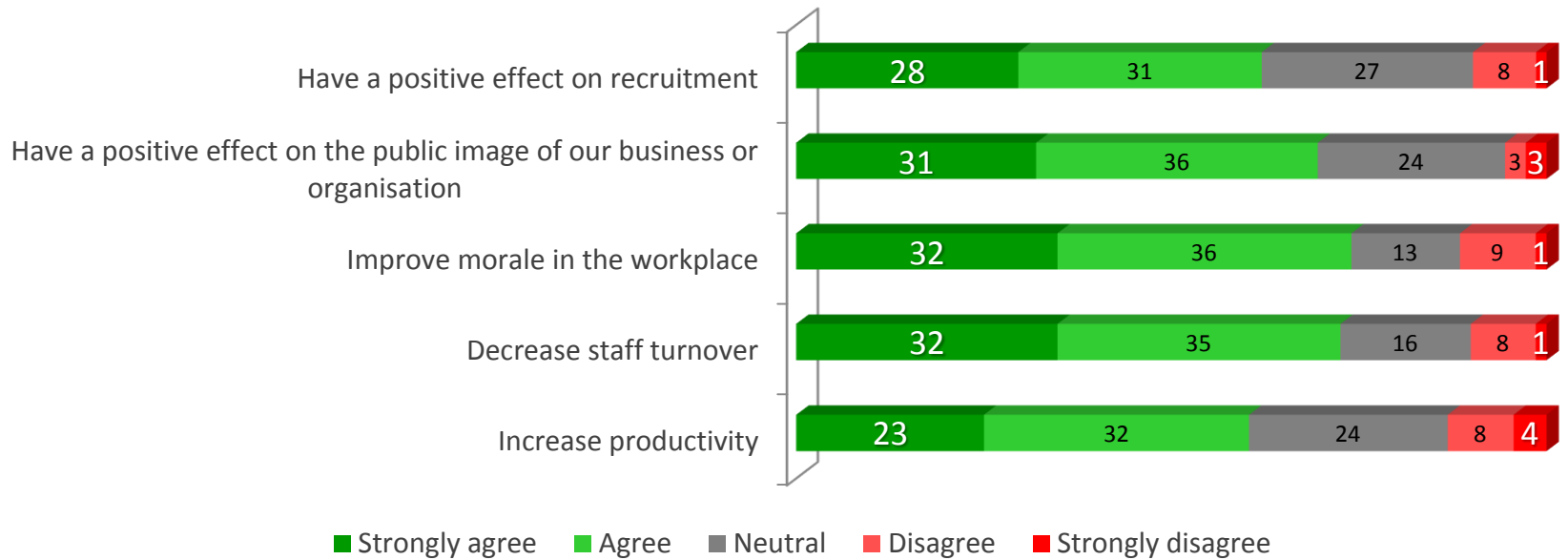


Note that respondents were able to answer multiple options, so percentages may exceed 100%



EMPLOYERS WERE MOSTLY POSITIVE ABOUT THE IMPACT OF ALLOWING WOMEN TO BREASTFEED OR EXPRESS IN THE WORKPLACE

ALLOWING WOMEN TO BREASTFEED OR EXPRESS IN THE WORKPLACE WILL...



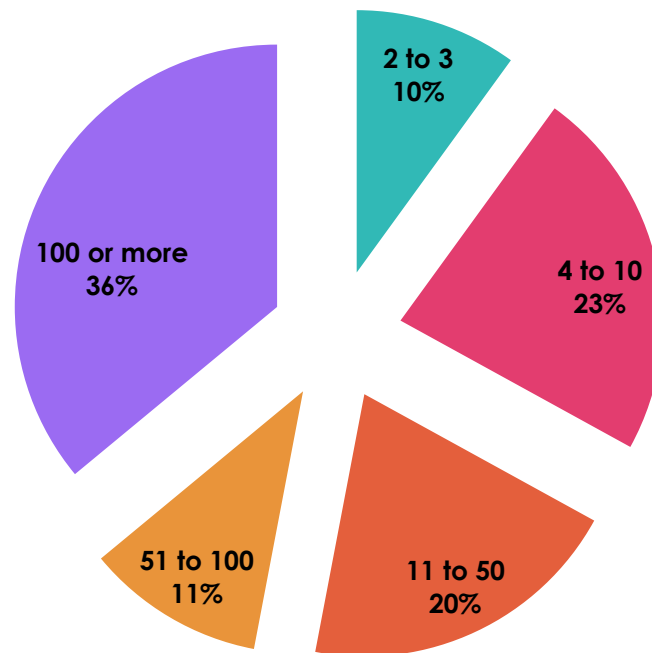
OVER ONE-QUARTER OF RESPONDENTS ARE NOT AWARE OF THE LEGISLATION WHICH PROTECTS AND PROMOTES BREASTFEEDING IN THE WORKPLACE

AWARENESS OF THE 2008 INFANT FEEDING AMENDMENT TO THE EMPLOYMENT RELATIONS ACT 2000, WHICH IS DESIGNED TO PROVIDE GUIDANCE FOR THE PROTECTION AND PROMOTION OF BREASTFEEDING THROUGH BREAKS AND FACILITIES

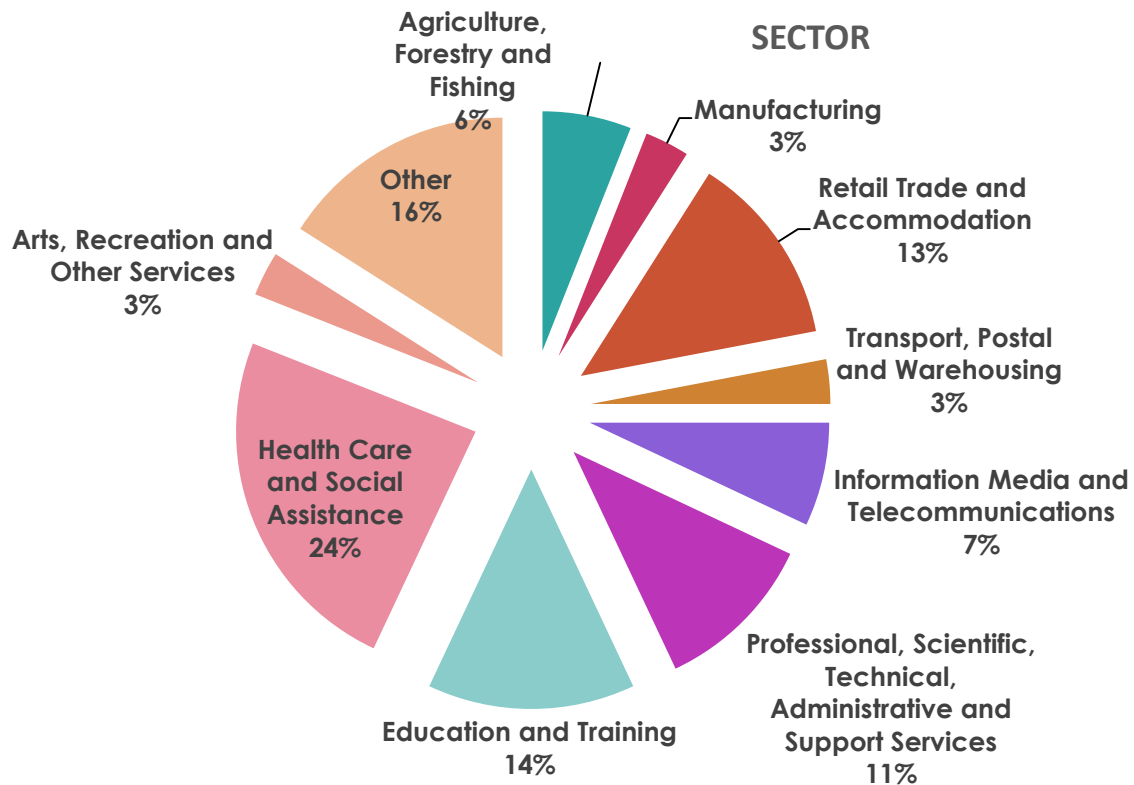


APPENDIX 1: THE MAJORITY OF RESPONDENTS HAD MORE THAN 100 STAFF IN THEIR BUSINESS OR ORGANISATION

NUMBER OF EMPLOYEES



RESPONDENTS CAME FROM A RANGE OF SECTORS, WITH MOST IN HEALTH (26%) OR EDUCATION (15%)



- ▶ Other sectors include
- ▶ Mining
 - ▶ Electricity, Gas, Water and Waste Services
 - ▶ Construction
 - ▶ Rental, Hiring and Real Estate Services
 - ▶ Financial and insurance services
 - ▶ Public Administration and Safety