Abstract
The 2014 PedNSS data, a collection of health and breastfeeding data for women participating in the federally funded Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) demonstrates that, while NH mothers participating in the WIC Program initiated breastfeeding 74% of the time after delivery, only 13% continued breastfeeding through the first year. Studies have found that women with a lower income and less education face a variety of barriers, including familial support and workplace accommodations that lead them to stop breastfeeding or early weaning. This pilot project aims to explore the barriers faced by mothers in the NH Women, Infants, and Children Supplemental Nutrition (WIC) Program through a survey focused on better understanding their workplace policies and support practices that encourage or discourage breastfeeding after returning to work. A random sample of 1% of each of the four Local Agency WIC Programs was surveyed (n = 145) using a 7-page paper document. An analysis of the data collected from the survey was completed to identify existing employer breastfeeding policies, maternity leave, workplace environment accommodations, co-worker support and the effect it may have had on a WIC participant’s length of breastfeeding.

Introduction
• In New Hampshire 8 out of every 10 mothers initiate breastfeeding after birth, however only 4 mothers continue breastfeeding the full 12 months as suggested by the American Academy of Pediatrics.
• The 2014 PedNSS data, a collection of health and breastfeeding data for women participating in the federally funded Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) demonstrates that, while NH mothers participating in the WIC Program initiated breastfeeding 74% of the time after delivery, only 13% continued breastfeeding through the first year.
• Understanding the reasons for this disparity in breastfeeding behaviors is crucial for identifying, developing, and implementing strategies to eliminate them.

Methodology
• A literature review, including previous surveys in past studies, was completed to gather survey questions best suited to this pilot study.
• Survey questions focused on workplace policies and support practices that influence breastfeeding after returning to work.
• Surveys were randomly distributed to a sample from each of the four NH WIC Local Agencies. (N=156)
• Associations between employment status, workplace policies on breastfeeding, options for maternity leave, and other variables were examined.

Results

Breastfeeding Behavior by Employment Status

- Grand Total
- Unemployed (Looking for Work)
- Stay at Home Mom
- Part Time
- No answer
- Maternity Leave
- Full Time

Employment Status by Industry Category

Agriculture
Professional, Scientific, and Technical
Finance and Insurance
Transportation and warehousing
Educational Services
Manufacturing
Accommodation and Food Services
Retail Trade
Other Services
Healthcare and Social Assistance

Maternity Leave Options

- No
- No answer
- Not sure
- Yes

Workplace Policy on Breastfeeding

- Workplace has written policy
- Have you seen it?
- Co-worker suggested stop
- Supervisor supportive
- Provide Education

Private Place to Pump at Work

- No
- No answer
- Not sure
- Yes

Support at Work

- Yes
- Not sure
- No answer

Conclusions
• Survey included all mothers not just working mothers which limited the amount of workplace policy information obtained.
• Some questions were interpreted differently than intended, wording of questions can be improved in the future.
• Lack of racial and ethnic diversity which may limit representation of different populations.

Recommendations
• Future education on best practices for breastfeeding policies in the workplace could result in an increase of women continuing to breastfeed.
• Certain industry groups would benefit from targeted interventions to eliminate the barriers experienced by breastfeeding women.
• This work is positioned to provide opportunities to influence future legislation to support breastfeeding accommodations in the workplace for all working mothers.
• There is a critical need for worksite evaluation in order to close the loop between policy and practice.

References
• The Monadnock Region’s Community Coalition for the Promotion of Breastfeeding survey titled “Understanding Barriers and Positive Contributors to Breastfeeding among New Hampshire WIC Mothers,” implemented in the Keene and Manchester WIC Program.
• Listening to Mothers III survey, US national survey regarding childbearing experiences
• The CDC Worksite Health Score Card Assessment

Limitations
• Some questions were interpreted differently than intended, wording of questions can be improved in the future.
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“Understanding Barriers and Positive Contributors to Breastfeeding among New Hampshire WIC Mothers” was implemented in the Keene and Manchester WIC Program.

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