

Theory of Reasoned Action

Founded by Ajzen & Fishbein (1980) this theory corresponds with the topic of breastfeeding because it "provides an approach for explaining, predicting, and influencing human social behaviour in any given behavioural domain" (Bernaix, 2000, p. 201).

Resources & Websites for Working Moms

- **Contact your local Health Authority** to access their many valuable resources, i.e. public health nurses, hospital and community lactation consultants, and public health breastfeeding clinics.
- **La Leche League International (LLL)** is an organization dedicated to providing "information and encouragement ... to all mothers who want to breastfeed" and "recognizes the unique importance of one mother helping another to perceive the needs of her child and to learn the best means of fulfilling those needs" (2006, para.1). Go to <http://www.llli.org/> to view their wealth of information.
- **The Infant Feeding Action Coalition (INFAC)** is an organization dedicated to protecting, promoting and supporting women and breastfeeding. Their website is <http://www.infactcanada.ca/infacthomepage.htm>
- **The Women Infants Children (WIC) website** has information and resources for employers. Also on this page is a sample schedule for expressing breastmilk at work, and guidelines for expressing and storing breastmilk. Go to <http://www.wicworks.ca.gov/breastfeeding/BFResources.html>

References

- Berggren, K. (2005). *Work and pump*. Retrieved November 3, 2006, from <http://www.workandpump.com/JennBortonImageSmall.jpg>
- Bernaix L. (2000). Nurses' attitudes, subjective norms and behavioural intentions toward support of breastfeeding mothers. *International Lactation Consultant Association (16)*3, 200-209.
- Blooms Yoga Store. (2005). *Breastfeeding basics*. Retrieved November 3, 2006, from <http://www.bloomyogastudio.com/jul/breastfeedingbasics.html>
- ¹British Columbia Human Rights Commission. (2000). *Sex discrimination: Breastfeeding and expressing milk*. Retrieved October 16, 2006, from www.infactcanada.ca/B.C._HR_Policy_Procedure_Manual.htm
- ²Burby, L. (2005). *101 reasons to breastfeed your child*. Retrieved May 10, 2006, from <http://www.promom.org/101/index.html>
- County of Sonoma Health Services. (2005). *Mother/baby friendly workplace awards given to local Sonoma County businesses*. Retrieved November 3rd, 2006, from http://www.sonoma-county.org/health/ph/news/050824_bfaward.htm
- La Leche League International. (2006). *La Leche League purpose*. Retrieved November 2, 2006, from <http://www.llli.org/purpose.html?m=1,0,3>
- ³Mohrbacher, N. & Stock, J. (2003). *The breastfeeding answer book* (3rd ed.). Illinois: La Leche League International.
- Ontario Human Rights Commission. (2000). *Pregnancy & breastfeeding: Your rights & responsibilities*. Retrieved on November 3rd, 2006, from <http://www.ohrc.on.ca/english/guides/pregnancy-breastfeeding.shtml>
- Public Health Agency of Canada. (n.d.). *Breastfeeding friendly logo*. Retrieved November 2, 2006, from http://www.phac-aspc.gc.ca/dca-dea/images/breastfeeding_friendly_logo.jpg
- Town and Country Paediatrics. (n.d.). *Breastfeeding tips*. Retrieved on November 3, 2006, from http://www.townandcountrypeds.com/test_newparents_menu.htm



(Berggren, 2005)

Breastfeeding & Your Return to Work



(County of Sonoma Health Services, 2005)

Kwantlen University College

Nursing 4111:
Professional Growth 5

Created by Rebecca Samson & Cathryn Maddison

The Right to Breastfeed

Canada **legally protects** women from prejudice and harassment based on their gender.

It is **your right to breastfeed** when you return to work and your employer should be accommodating.

Your employer is required to provide flexible scheduling. They must give you an allotted time to pump or hand express breast milk, as well as time to nurse directly from the breast during breaks.

You have the right to be given a private space to express your milk or breastfeed during work hours.

(British Columbia Human Rights Commission, 2000)

For more on you and your child's right to breastfeed go to:
http://www.infactcanada.ca/B.C._HR_Policy_Procedure_Manual.htm

Breastfeeding Friendly



ANYTIME. ANYWHERE.



(Public Health Agency of Canada, n.d.)

Ten Reasons To Breast Feed at Work

1. To maintain the production of breast milk; emptying the breast = faster milk production³
2. To prevent engorgement and mastitis³
3. When babies are exclusively breastfed they are healthier, therefore the mother will take less sick days from work to see the doctor (benefits employer and employee)²
4. Economical savings: It saves on purchasing formula while mother is away at work²
5. More economical savings: It saves on purchasing menstrual supplies as breastfeeding delays the menstrual cycle²
6. Empowerment for mother²
7. To exercise the right to breastfeed at work¹
8. It decreases the mother's risk of breast and ovarian cancer, therefore taking less sick days for medical appointments²
9. It is recommended by WHO and UNICEF²
10. It assists in child spacing so the mother can work and earn before having another baby²



(Blooms Yoga Store, 2005)

Tips on Returning to Work

"With preparation and support from family and employers, you can continue to breastfeed your baby while working. It is important for you to know the breastfeeding obstacles that might be ahead and how to overcome them."

Obstacles to successful breastfeeding for the working mother include:

- Short maternity leave (less than 8 weeks)
- Lack of support from employer
- Inadequate breaks for pumping
- Inability to pump due to lack of private space
- Maintaining job performance
- Maintaining milk supply
- Leaking/Engorgement

When you return to work, you and your baby can still benefit from breastfeeding:

- Try and return to work near the end of the week so your first week back will be shorter
- Try to get proper rest and nutrition
- Keep your pump and equipment ready to go in the morning
- Bring your baby's picture or something that reminds you of him/her to work
- Try to pump every 3 hours while you are at work
- Try to pump in a clean and private place
- Breastfeed more often during non-working hours to keep milk supply up
- Continue to get support from other nursing and working mothers
- Use a cooler with an ice pack to store pumped milk if a refrigerator is unavailable

(Town & Country Pediatrics, n.d., p.1)