

Supporting Breastfeeding Moms in the Workplace

Findings from a 2024 survey by Aeroflow Breastpumps suggest that while there have been updates to federal laws enabling privacy and time to pump in the workplace since a similar survey conducted in 2018, most women still feel there is a stigma around pumping at work and that their need to pump will impact their career.

85%
of maternity plans will meet their needs

Majority of working mothers believe their employers' maternity plan will meet their family's needs.



This is an **improvement of nearly 15%** in the last six years! 2018 survey results showed only 73%.



69%
have a pumping policy at their workplace

More than half of working mothers have a pumping policy at their workplace and have talked to their HR department or supervisor about it.

This is an **increase of 20%** in the past six years – a **great indicator that advocacy efforts are working!** In 2018, only 48% of working mothers had a workplace pumping policy.

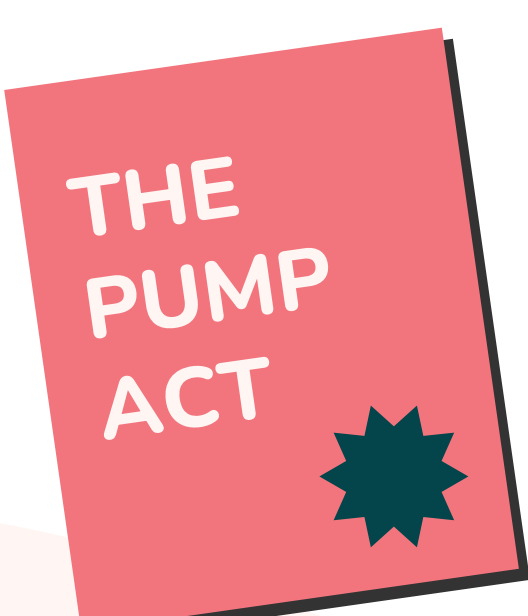
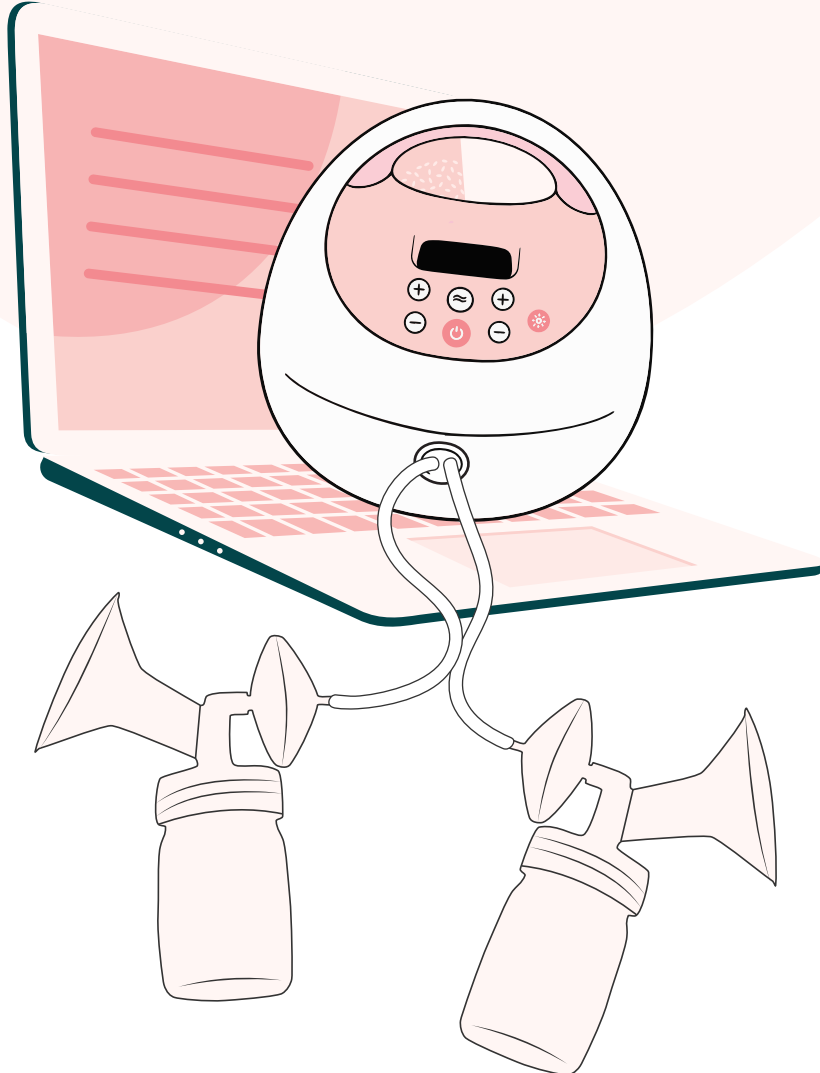
75%
have a private pumping space at work

BUT

44%
have had negative interactions about pumping with coworkers

82%
could receive more support & resources

4 out of 5 working mothers believe their place of employment could provide more support & resources to help balance breast pumping and workload.



83%
still feel a stigma

Even though the PUMP Act has been in effect for more than a year, in comparison to 2018, there's been an increase in stigmas attached to moms who pump at work by 20%.

59%
are concerned about career growth

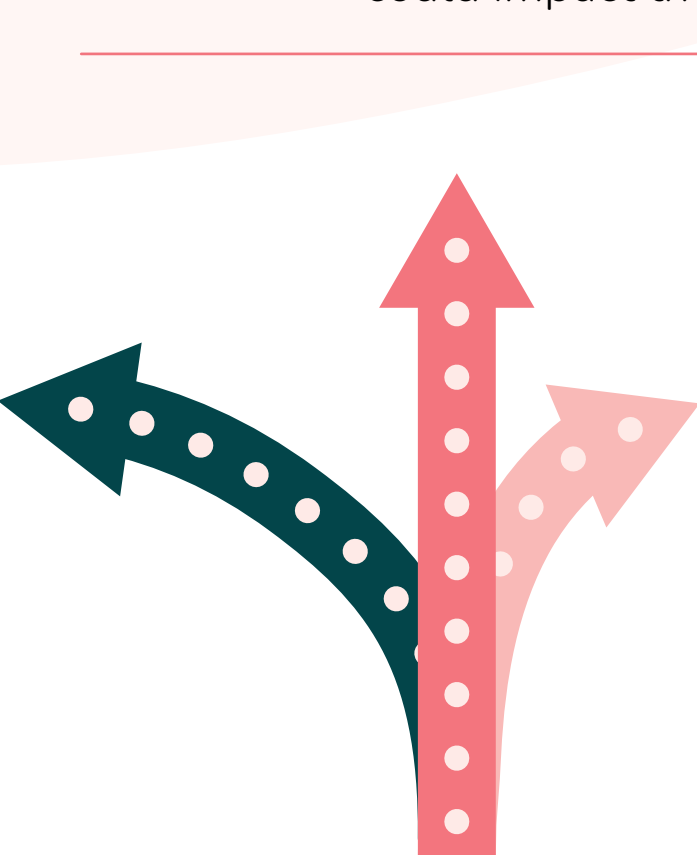
While there have been significant improvements in providing space and resources for working mothers to breastfeed, over half stated they are concerned that breastfeeding/pumping could impact their career growth.



In 2018, less than half of mothers surveyed were concerned about how breastfeeding and/or pumping could impact their career growth.

54%
have considered a job/career change

More than half of moms say that their employer's pumping policies have made them consider a job/career change – an increase in over 6% since 2018.



It is incredibly clear that improved access to private pumping rooms, better maternity leave policies, and an increased acceptance of pumping at work would enable moms to more easily meet and exceed their breastfeeding goals, while simultaneously continuing in their professional development.