

BALANCING RETURNING TO WORK AND BREASTFEEDING

PRACTICAL TIPS AND SUPPORT

YES TO CONTINUING TO BREASTFEED!

Are you going back to work soon? Were you aware that many employers want to provide a breastfeeding-friendly workplace for mothers who go back to work?

Regardless of whether you go back to work within a few weeks or a year or beyond, take the time to learn more about possible accommodations, practical tips, and support that could help you to continue to breastfeed.

The secret to continue breastfeeding when you go back to work is to **know that it's possible to do so!**

WHAT YOU NEED TO DO BEFORE GOING BACK TO WORK

Before going back to work, speak to your employer to find out how they can support you and to plan for possible accommodations.

Discuss the following:

1. Adjusting your work hours, when possible, to breastfeed and to extract your breast milk;
2. Providing a space to extract your milk and to keep it (accessible refrigerator to store your milk).

IMPORTANT

If you are breastfeeding and believe there are occupational hazards for both you and your child, verify whether you are eligible for the *Safe Maternity Experience* program found on the following web page:

cnesst.gouv.qc.ca/en/life-events/i-am-expecting-child

WHY CONTINUE BREASTFEEDING?



National and international breastfeeding guidelines recommend pursuing breastfeeding and providing complementary foods until the child is aged 2 or older, and breastfeeding exclusively for the first six months of the child's life.

Continuing breastfeeding contributes to providing numerous short-and-long-term benefits to the mother, the child and their family.

DID YOU KNOW THAT BREASTFEEDING IS A RIGHT PROTECTED BY QUÉBEC'S CHARTER OF HUMAN RIGHTS AND FREEDOMS?

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PRACTICAL TIPS

1. It isn't necessary to reduce the number of feedings in advance, nor to introduce bottle feeding.
2. Continue breastfeeding on demand whenever you and your child are together (morning, evening, night, and holidays).
3. Adapt the method to your milk production, your child's age, and the length of separation.
4. In general, the younger the baby, the more fragile milk production will be. With a young baby, it is best to extract milk as close as possible to the child's normal routine.
5. It is therefore recommended to extract your milk at the following times:
 - 5 minutes during the morning break;
 - 15 minutes during lunch;
 - 5 minutes during the afternoon break.

To learn more about how you can extract and store your breast milk and feed it to your baby, consult the *From Tiny Tots to Toddlers* guide.

inspq.qc.ca/en/tiny-tot/feeding-your-child/breastfeeding-your-baby

REMINDER OF THE BENEFITS OF BREASTFEEDING FOR BOTH THE MOTHER AND CHILD

For the child

- Better protection against certain infections that are common in early childhood and daycare centres, even after 12 months, such as diarrhea, respiratory infections, middle ear infections, and other infections;
- Milk adapted to the child's age;
- Breastfeeding nurtures the mother-child bond and provides a privileged moment once the child enters day care.

For the mother:

- Reduced risk of ovarian and breast cancer;
- Reduced risk of type-2 diabetes;
- Reduced absenteeism because the child is sick less often (also applies to the father).
- Bonding and privileged moment with the child.

SUPPORT

Getting support from loved ones, healthcare professionals and community organizations is important and can help you to continue breastfeeding. Do not hesitate to ask for their help.

Available resources also include perinatal nurses, early childhood clinics, community resource organizations (i.e., family resource centres), Nourri-Source, and La Leche League.

To learn more about them, consult the *Need breastfeeding support?* section of Santé Estrie's breastfeeding web page: [Breastfeeding - CIUSSS de l'Estrie - CHUS \(santeestrie.qc.ca\)](https://www.santeestrie.qc.ca/fr/ressources/le-lait-maternel)

Enjoy a positive work-breastfeeding balance!

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PRACTICAL WEBSITES

Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)
cnesst.gouv.qc.ca/en/life-events/i-am-expecting-child

Canadian Child Care Federation
[Supporting Breastfeeding in Child Care | CCCF \(cccf-fcsge.ca\)](https://supportingbreastfeedinginchildcare.ca)

FIQ, Maternités sans danger, congés parentaux, Quels sont mes droits et obligation (French only):
fiqsante.qc.ca/wp-content/uploads/2024/07/f-maternitesansdanger-17web1.pdf

Policy on Pregnancy & Human Rights in the Workplace
[POLICY ON PREGNANCY & HUMAN RIGHTS IN THE WORKPLACE \(chrc-ccdp.gc.ca\)](https://chrc-ccdp.gc.ca/policy-on-pregnancy-and-human-rights-in-the-workplace)

Institut national de santé publique du Québec (INSPQ)
Présentation; Concilier allaitement et emplois? (Balancing breastfeeding and work, presentation in French only)
[Microsoft PowerPoint - 13 30 A1 Marie Josee Santerre.ppt \(inspq.qc.ca\)](https://www.inspq.ca/fr/ressources/1330-A1-Marie-Josée-Santerre.ppt)

La Leche League France
[La Leche League France - Allaitement et maternage \(lllfrance.org\)](https://www.lllfrance.org/)

L'association Information Pour l'Allaitement (IPA)
Sandler, Céline (2014). Allaiter et travailler : Comment faire?
[info-allaitement.org/livret-allaitement-reprise-travail.pdf](https://www.info-allaitement.org/livret-allaitement-reprise-travail.pdf)

Mouvement allaitement Québec (MAQ).
Kit for breastfeeding-friendly daycare centres (French only)
mouvementallaitement.org/environnements-favorables/services-de-garde/

World Health Organization (WHO) Recommendations and Rights
canada.ca/en/health-canada/services/canada-food-guide/resources/nutrition-healthy-term-infants/nutrition-healthy-term-infants-recommendations-birth-six-months/6-24-months.html

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