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### **Clinics in Human Lactation 8: Breastfeeding and Employment: Making it Work**

Marsha Walker, RN, IBCLC

Hale Publishing, LP, 2011

138 pages, tables, boxed text, resources, references, index, US\$18.95, softcover

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**Breastfeeding and Employment: Making it Work** is a comprehensive review of the landscape of employment and breastfeeding. It is geared toward lactation consultants, health care providers and breastfeeding advocates. Walker includes a comprehensive analysis of state and federal legislation pertaining to breastfeeding in the workplace. She also includes multiple studies that highlight the cost savings to employers when they support mothers in pumping or breastfeeding at work, as well as the compelling health benefits to mothers and babies. She discusses in detail the many options that can be made available to working mothers and stresses the need for a clean, private place for mothers to pump, adequate break time and the laws that require employers to provide such accommodations.

Walker includes practical management strategies for the working mother to sustain a sufficient milk production and discusses the different types of pumps available and optimal pumping regimens. She discusses the barriers to pumping or breastfeeding at work. She offers practical options for women in jobs where it would be difficult to pump (e.g., bus drivers, women in the military or teachers). She stresses the need to prepare as early as possible for the return to work, providing specific recommendations depending on time frame when a mother must resume employment. She also talks about types of flexible work schedules that could enhance a mother's ability to combine breastfeeding and work.

Chapter 2 on legislation is possibly the most useful as it assembles in one place a vast array of legal information, such as where to find a list and description of all state laws on breastfeeding, and details on individual states' legislation, while taking the opportunity to point out the February 2011 revised ruling of the American Internal Revenue Service on the cost of breast pumps and other supplies being deductible from flexible spending accounts. Useful tables include a *Return-to-work Breastfeeding Assessment Worksheet*, which provides the lactation consultant a complete means of evaluating all the components that need to be in place for sustaining lactation in the work place.

**Breastfeeding and Employment** is well written and comprehensive. Since in 2009 56.6% of mothers of infants less than one year of age participated in the work force, it should be required reading for all lactation consultants and health care providers working with new mothers.

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