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**Topic:** The first 1000 days, infant feeding, and early childhood development

**Title:** Protecting breastfeeding through workplace support: Piloting a Mother-Baby Friendly Office Movement in Asia Pacific Region

**Presentation Type:** Oral

Introduction:

Recommendations from a World Vision (WV) Asia Pacific regional nutrition advocacy and policy course were translated into action by initiating a Mother-Baby Friendly Office (MBFO) movement to support WV employees to breastfeed. It began as a bottom-up initiative to influence WV global organizational policy for protection of breastfeeding, providing children of WV staff with access to the same breastfeeding benefits that WV promotes for communities.

Methods:

Piloted in 2012, MBFO is guided by ten proposed steps: 1) Information, including breastfeeding, during pregnancy; 2) Paid pre-delivery leave; 3) Time off for antenatal care appointments; 4) Flexible travel requirements; 5) Paid maternity leave (6 months); 6) Paid paternity leave (2 weeks); 7) Flexible work hours; 8) Breastfeeding room; 9) Daily time for breastfeeding/expression; and 10) Onsite nursery.

Baseline (June 2013) and midterm (August 2015) surveys documented progress.

Results:

Midterm results indicated progress in all 11 responding National Offices (NO), varied across the ten steps. At baseline no offices had implemented MBFO steps. By midterm all responding offices (100%) reported implementing Steps 4 and 8, about one-half (48%) Steps 1 and 9, while only 19% of NO's implemented Step 6, and 10% implemented Step 5. Since introduction of MBFO, 5 NOs increased the length of paid maternity leave, and others are advocating national-level policy changes.

## Conclusion:

Protecting and promoting breastfeeding in the workplace through MBFO movement has been effective in bringing positive change for WV employees in the Asia Pacific region, with potential for scaling internally and scaling externally to other workplaces.