

Employers gain by supporting nursing mums at workplace

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As we commemorate International Women's Day on March 8, let us not only celebrate the achievements of women but also reaffirm our commitment to supporting them, especially mothers, in their diverse roles. - NSTP file pic

LETTERS: Malaysia has witnessed a commendable surge in female labour participation over the years. The female labour force participation rate (FLFPR) rose from 43.4 per cent in 1990 to 52.7 per cent in 2022.

This upward trend of the presence of women in pivotal roles highlights their commitment to career advancement and family responsibilities.

The benefits of breastfeeding support in the workplace extend beyond individual mothers and infants, to encompass employers and society.

Notably, employers stand to gain through increased employee satisfaction and loyalty, translating into higher retention rates.

Furthermore, breastfed infants typically exhibit reduced healthcare needs, resulting in lower medical expenses for both families and employers, alongside decreased absenteeism and enhanced productivity.

Simultaneously, employers themselves can establish comprehensive breastfeeding policies, affirming their commitment to supporting nursing mothers.

These policies should encompass various aspects, including the provision of lactation rooms or private spaces for expressing breast milk, flexible work hours to accommodate breastfeeding breaks and exploring remote work options, where feasible.

By nurturing a culture of acceptance and understanding around breastfeeding through educational initiatives and awareness campaigns, employers can foster an inclusive environment, eliminating any stigma or barriers faced by working mothers who choose to breastfeed.

As we celebrate this year's International Women's Day under the theme of "Inspire Inclusion", it is important to underscore the significance of diversity and empowerment, particularly by supporting breastfeeding mothers in the workplace, where they are not just accommodated but valued and included.

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