



National Survey Results

Q1 Many working mothers with newborns have to pump breast milk at work for nursing. Have you, or anyone you know, ever pumped breast milk or nursed at work?

Yes.....100%
No..... 0%

Q2 Of the following options, how would you describe the effects of having nursing mothers practicing lactation in the workplace?

Workplace lactation makes many of the employees embarrassed or uncomfortable..... 11%
Designated workplace lactation areas are convenient for the nursing women, but inconvenient for their coworkers 8%
Workplace lactation generally goes unnoticed in my workplace53%
Workplace lactation is fully supported in my workplace.....27%

Q3 If you are a mother that nurses or pumps at work, has workplace lactation ever made you feel uncomfortable or embarrassed?

Yes..... 18%
No.....51%
N/A.....31%

Q4 If yes, what impact has this had on your work?

None40%
Positive18%
Negative.....30%
Unsure13%

Q5 If you are an employee who works with someone that pumps or nurses at work, has it ever made you feel uncomfortable or embarrassed?

Yes..... 10% No 90%

Q6 If yes, what impact has this had on your work?

None26%
Positive14%
Negative.....42%
Unsure18%

Q7 If you are a mother who pumps or nurses at work, what percentage of your time at work is occupied by lactation activities?

Less than 5%41% *10 to 25%*..... 6%
5 to 10%.....13% *More than 25%*.....34%
10 to 15%..... 6% *N/A*..... 0%

Q8 Do you believe it is in the best interest of a workplace to offer a lactation or nursing room or sufficient break times for nursing mothers to have privacy for such activities?

Yes.....85% *Undecided*..... 6%
No.....10%

Q9 Does your office provide a private room, designated "Lactation Room", or sufficient break times for nursing mothers?

Private room31% *Sufficient break times*27%
Designated "lactation room"11% *Don't know*15%
None of the above ..17%

Q10 If your office provides a designated area for nursing mothers, do you think this has improved work-life balance for these female individuals?

Significantly improved69% *Somewhat improved*19%
Stayed the same ...12%

Q11 Does your workplace offer nursing equipment for working mothers to use?

Yes.....13%
No.....87%





Q12 If yes, do you use the equipment provided or bring your own?
Use workplace equipment..... 34%
Use own equipment..... 66%

Q13 If no, would you use the equipment if it was provided?
 Yes.....26% *Maybe*.....14%
 No.....60%

Q14 Did you, or anyone you know, have to return to work from maternity leave earlier than planned for financial reasons?
 Yes.....66% *No*.....34%

Q15 If you are a woman, press 1. If a man, press 2.
Woman 82%
Man..... 18%

Q16 If you are Hispanic, press 1. If white, press 2. If African-American, press 3. If other, press 4.
Hispanic..... 14%
White 68%
African-American 12%
Other..... 6%

Q17 If you are 18 to 29 years old, press 1. If 30 to 45, press 2. If 46 to 65, press 3. If you are older than 65, press 4.
 18 to 29..... 13%
 30 to 45..... 34%
 46 to 65..... 43%
 Older than 65..... 10%

Q18 What kind of industry do you work in?
Service industry 26%
Retail or wholesale trade 5%
Finance, insurance, or real estate..... 9%
Construction or minerals industry..... 5%
Manufacturing business..... 5%
Transportation, communication, or utilities..... 2%
Education..... 16%
Health care 14%
Government employee..... 6%
Other..... 13%

Q19 If you make less than \$25,000 a year, press 1. If you make between \$25,000 and \$50,000 a year, press 2. If you make between \$50,000 and \$75,000 a year, press 3. If you make between \$75,000 and \$100,000 a year, press 4. If you make more than \$100,000 a year, press 5.
Less than \$25,000 28%
\$25,000 to \$50,000..... 30%
\$50,000 to \$75,000..... 21%
\$75,000 to \$100,000..... 8%
More than \$100,000..... 12%



Crosstabs

	Base	Gender	
		Woman	Man
Pumped or Nursed at Work?			
Yes	100%	100%	100%

	Base	Gender	
		Woman	Man
Effects of Nursing Mothers in Workplace			
Workplace lactation makes many of the employees embarrassed or uncomfortable	11%	11%	14%
Designated workplace lactation areas are convenient for the nursing women, but inconvenient for their coworkers	8%	9%	3%
Workplace lactation generally goes unnoticed in my workplace	53%	54%	51%
Workplace lactation is fully supported in my workplace	27%	26%	32%

	Base	Gender	
		Woman	Man
Mother Uncomfortable or Embarrassed?			
Yes	18%	20%	10%
No	50%	52%	43%
NA	31%	28%	47%



Crosstabs

	Base	Gender	
		Woman	Man
Impact on Work for Mother			
None	40%	35%	89%
Positive	18%	20%	-
Negative	30%	31%	11%
Unsure	13%	14%	-

	Base	Gender	
		Woman	Man
Employee Uncomfortable or Embarrassed			
Yes	10%	10%	9%
No	90%	90%	91%

	Base	Gender	
		Woman	Man
Impact on Work for Employee			
None	26%	17%	75%
Positive	14%	17%	-
Negative	42%	48%	12%
Unsure	18%	19%	12%





Crosstabs

	Base	Gender	
		Woman	Man
% of Work Time Occupied by Lactation			
Less than 5%	41%	42%	36%
5 to 10%	13%	14%	11%
10 to 15%	6%	7%	3%
10 to 25%	6%	6%	3%
More than 25%	34%	31%	47%

	Base	Gender	
		Woman	Man
Best Interest to Provide Lactation Room or Breaks?			
Yes	85%	84%	87%
No	10%	10%	10%
Undecided	6%	6%	3%

	Base	Gender	
		Woman	Man
Room or Breaks Provided?			
Private room	31%	30%	34%
Designated "lactation room"	11%	11%	10%
Sufficient break times	27%	28%	24%
Don't know	15%	14%	19%
None of the above	17%	18%	13%



Crosstabs

	Base	Gender	
		Woman	Man
Rooms Improve Work-Life Balance?			
Significantly improved	69%	70%	63%
Somewhat improved	19%	17%	29%
Stayed the same	12%	13%	7%

	Base	Gender	
		Woman	Man
Nursing Equip. Provided?			
Yes	13%	11%	25%
No	87%	89%	75%

	Base	Gender	
		Woman	Man
Use Provided or Own Equip.?			
Use workplace equipment	34%	42%	18%
Use own equipment	66%	58%	82%

Crosstabs

	Base	Gender	
		Woman	Man
Would Use Equip. if Provided?			
Yes	26%	24%	35%
No	60%	62%	49%
Maybe	14%	14%	15%

	Base	Gender	
		Woman	Man
Return from Maternity Leave Earlier for Financial Reasons?			
Yes	66%	67%	62%
No	34%	33%	38%

	Base	Race			
		Hispanic	White	African-American	Other
Pumped or Nursed at Work?					
Yes	100%	100%	100%	100%	100%



Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Effects of Nursing Mothers in Workplace					
Workplace lactation makes many of the employees embarrassed or uncomfortable	11%	17%	8%	25%	9%
Designated workplace lactation areas are convenient for the nursing women, but inconvenient for their coworkers	8%	11%	8%	6%	6%
Workplace lactation generally goes unnoticed in my workplace	53%	44%	56%	50%	50%
Workplace lactation is fully supported in my workplace	27%	28%	28%	19%	34%

	Base	Race			
		Hispanic	White	African-American	Other
Mother Uncomfortable or Embarrassed?					
Yes	18%	28%	16%	27%	13%
No	51%	50%	51%	40%	63%
NA	31%	22%	33%	33%	25%

	Base	Race			
		Hispanic	White	African-American	Other
Impact on Work for Mother					
None	40%	40%	40%	50%	-
Positive	18%	20%	9%	50%	-
Negative	30%	40%	31%	-	75%
Unsure	13%	-	20%	-	25%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Employee Uncomfortable or Embarrassed					
Yes	10%	18%	6%	19%	13%
No	90%	82%	94%	81%	88%

	Base	Race			
		Hispanic	White	African-American	Other
Impact on Work for Employee					
None	26%	33%	36%	-	25%
Positive	14%	33%	9%	-	25%
Negative	42%	33%	36%	67%	25%
Unsure	18%	-	18%	33%	25%

	Base	Race			
		Hispanic	White	African-American	Other
% of Work Time Occupied by Lactation					
Less than 5%	41%	44%	43%	25%	41%
5 to 10%	13%	11%	13%	19%	9%
10 to 15%	6%	17%	4%	6%	6%
10 to 25%	6%	6%	3%	19%	6%
More than 25%	34%	22%	37%	31%	38%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Best Interest to Provide Lactation Room or Breaks?					
Yes	85%	67%	89%	87%	75%
No	10%	28%	7%	7%	9%
Undecided	6%	6%	5%	7%	16%

	Base	Race			
		Hispanic	White	African-American	Other
Room or Breaks Provided?					
Private room	31%	33%	26%	56%	28%
Designated "lactation room"	11%	6%	13%	6%	6%
Sufficient break times	27%	33%	27%	13%	41%
Don't know	15%	11%	19%	-	9%
None of the above	17%	17%	15%	25%	16%

	Base	Race			
		Hispanic	White	African-American	Other
Rooms Improve Work-Life Balance?					
Significantly improved	69%	57%	72%	60%	82%
Somewhat improved	19%	29%	16%	30%	-
Stayed the same	12%	14%	12%	10%	18%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Nursing Equip. Provided?					
Yes	13%	22%	9%	25%	16%
No	87%	78%	91%	75%	84%

	Base	Race			
		Hispanic	White	African-American	Other
Use Provided or Own Equip.?					
Use workplace equipment	34%	25%	43%	25%	33%
Use own equipment	66%	75%	57%	75%	67%

	Base	Race			
		Hispanic	White	African-American	Other
Would Use Equip. if Provided?					
Yes	26%	22%	23%	38%	34%
No	60%	67%	62%	44%	59%
Maybe	14%	11%	15%	19%	6%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Return from Maternity Leave Earlier for Financial Reasons?					
Yes	66%	61%	67%	69%	72%
No	34%	39%	33%	31%	28%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Pumped or Nursed at Work?					
Yes	100%	100%	100%	100%	100%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Effects of Nursing Mothers in Workplace					
Workplace lactation makes many of the employees embarrassed or uncomfortable	11%	38%	8%	6%	14%
Designated workplace lactation areas are convenient for the nursing women, but inconvenient for their coworkers	8%	2%	8%	9%	12%
Workplace lactation generally goes unnoticed in my workplace	53%	33%	53%	59%	53%
Workplace lactation is fully supported in my workplace	27%	27%	31%	26%	22%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Mother Uncomfortable or Embarrassed?					
Yes	18%	34%	17%	14%	21%
No	51%	49%	60%	44%	49%
NA	31%	17%	23%	42%	30%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Impact on Work for Mother					
None	40%	46%	32%	41%	50%
Positive	18%	41%	10%	15%	-
Negative	30%	5%	42%	28%	50%
Unsure	13%	9%	16%	16%	-

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employee Uncomfortable or Embarrassed					
Yes	10%	26%	6%	8%	11%
No	90%	74%	94%	92%	89%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Impact on Work for Employee					
None	26%	35%	27%	24%	-
Positive	14%	30%	-	12%	-
Negative	42%	29%	46%	36%	100%
Unsure	18%	6%	27%	29%	-

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
% of Work Time Occupied by Lactation					
Less than 5%	41%	46%	52%	33%	31%
5 to 10%	13%	23%	17%	7%	16%
10 to 15%	6%	8%	7%	7%	-
10 to 25%	6%	8%	3%	3%	25%
More than 25%	34%	17%	22%	50%	28%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Best Interest to Provide Lactation Room or Breaks?					
Yes	85%	85%	85%	85%	83%
No	10%	14%	11%	7%	14%
Undecided	6%	1%	4%	8%	4%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Room or Breaks Provided?					
Private room	31%	33%	33%	27%	33%
Designated "lactation room"	11%	12%	10%	10%	18%
Sufficient break times	27%	17%	31%	26%	30%
Don't know	15%	5%	8%	25%	8%
None of the above	17%	33%	17%	12%	12%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Rooms Improve Work-Life Balance?					
Significantly improved	69%	43%	67%	78%	73%
Somewhat improved	19%	40%	29%	8%	-
Stayed the same	12%	17%	4%	13%	27%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Nursing Equip. Provided?					
Yes	13%	30%	9%	8%	27%
No	87%	70%	91%	92%	73%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Use Provided or Own Equip.?					
Use workplace equipment	34%	45%	25%	33%	28%
Use own equipment	66%	55%	75%	67%	72%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Would Use Equip. if Provided?					
Yes	26%	42%	27%	22%	14%
No	60%	49%	65%	58%	68%
Maybe	14%	9%	9%	19%	18%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Return from Maternity Leave Earlier for Financial Reasons?					
Yes	66%	59%	69%	65%	71%
No	34%	41%	31%	35%	29%





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Pumped or Nursed at Work?												
Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Effects of Nursing Mothers in Workplace												
Workplace lactation makes many of the employees embarrassed or uncomfortable	11%	15%	17%	15%	17%	33%	9%	4%	9%	3%	8%	
Designated workplace lactation areas are convenient for the nursing women, but inconvenient for their coworkers	8%	7%	13%	2%	17%	-	36%	12%	4%	3%	9%	
Workplace lactation generally goes unnoticed in my workplace	53%	55%	50%	59%	50%	50%	37%	60%	51%	57%	45%	
Workplace lactation is fully supported in my workplace	27%	24%	21%	24%	17%	17%	18%	24%	36%	36%	39%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Mother Uncomfortable or Embarrassed?												
Yes	18%	23%	26%	22%	38%	13%	54%	15%	13%	3%	12%	
No	51%	48%	66%	58%	50%	66%	27%	46%	51%	55%	46%	
N/A	31%	29%	8%	19%	12%	21%	18%	39%	36%	42%	42%	





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Impact on Work for Mother												
None	40%	36%	34%	56%	44%	67%	-	41%	40%	-	62%	
Positive	18%	26%	17%	-	-	-	83%	-	20%	-	13%	
Negative	30%	22%	50%	33%	56%	-	17%	50%	10%	100%	13%	
Unsure	13%	16%	-	11%	-	33%	-	8%	30%	-	13%	

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Employee Uncomfortable or Embarrassed											
Yes	10%	13%	17%	13%	17%	17%	9%	6%	4%	7%	5%
No	90%	87%	83%	87%	83%	83%	91%	94%	96%	93%	95%

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Impact on Work for Employee											
None	26%	17%	50%	67%	-	75%	-	-	-	50%	-
Positive	14%	28%	-	-	-	-	-	-	34%	-	33%
Negative	42%	28%	50%	33%	100%	-	100%	100%	-	50%	33%
Unsure	18%	28%	-	-	-	25%	-	-	66%	-	33%





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
% of Work Time Occupied by Lactation												
Less than 5%	41%	43%	54%	39%	17%	42%	37%	39%	49%	55%	28%	
5 to 10%	13%	14%	4%	26%	4%	17%	-	13%	9%	3%	19%	
10 to 15%	6%	6%	-	7%	8%	8%	36%	11%	1%	-	5%	
10 to 25%	6%	4%	12%	2%	59%	4%	9%	1%	1%	-	3%	
More than 25%	34%	32%	29%	26%	12%	29%	18%	35%	40%	42%	45%	

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Best Interest to Provide Lactation Room or Breaks?											
Yes	85%	85%	67%	80%	75%	83%	71%	82%	90%	94%	91%
No	10%	6%	33%	13%	21%	8%	29%	16%	3%	3%	6%
Undecided	6%	9%	-	6%	4%	8%	-	2%	8%	3%	3%

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Room or Breaks Provided?											
Private room	31%	24%	33%	31%	29%	37%	-	23%	45%	40%	34%
Designated "lactation room"	11%	12%	13%	22%	21%	8%	18%	1%	12%	9%	9%
Sufficient break times	27%	24%	25%	24%	38%	13%	54%	40%	18%	21%	30%
Don't know	15%	13%	25%	7%	8%	25%	18%	20%	13%	12%	15%
None of the above	17%	27%	4%	17%	4%	16%	9%	16%	12%	18%	12%





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Rooms Improve Work-Life Balance?												
Significantly improved	69%	67%	64%	62%	58%	55%	50%	75%	75%	56%	83%	
Somewhat improved	19%	14%	27%	34%	8%	36%	-	20%	21%	31%	3%	
Stayed the same	12%	18%	9%	4%	33%	9%	50%	5%	5%	12%	14%	

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Nursing Equip. Provided?											
Yes	13%	15%	13%	15%	35%	25%	-	1%	21%	15%	6%
No	87%	85%	87%	85%	65%	75%	100%	99%	79%	85%	94%

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Education	Health care	Government employee	Other	
Use Provided or Own Equip.?											
Use workplace equipment	34%	40%	33%	29%	83%	17%	-	31%	-	25%	
Use own equipment	66%	60%	67%	71%	17%	83%	100%	69%	100%	75%	





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Would Use Equip. if Provided?												
Yes	26%	35%	21%	29%	26%	33%	9%	14%	28%	12%	24%	
No	60%	53%	58%	62%	48%	58%	55%	79%	53%	67%	61%	
Maybe	14%	12%	21%	9%	26%	8%	36%	7%	19%	21%	15%	

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Return from Maternity Leave Earlier for Financial Reasons?											
Yes	66%	64%	62%	67%	63%	67%	46%	67%	72%	61%	73%
No	34%	36%	38%	33%	37%	33%	54%	33%	28%	39%	27%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Pumped or Nursed at Work?						
Yes	100%	100%	100%	100%	100%	100%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Effects of Nursing Mothers in Workplace						
Workplace lactation makes many of the employees embarrassed or uncomfortable	11%	21%	5%	6%	11%	14%
Designated workplace lactation areas are convenient for the nursing women, but inconvenient for their coworkers	8%	11%	7%	7%	-	8%
Workplace lactation generally goes unnoticed in my workplace	53%	44%	59%	61%	52%	48%
Workplace lactation is fully supported in my workplace	27%	23%	29%	26%	36%	29%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Mother Uncomfortable or Embarrassed?						
Yes	18%	29%	15%	15%	7%	15%
No	51%	42%	53%	51%	73%	48%
NA	31%	29%	31%	34%	21%	36%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Impact on Work for Mother						
None	40%	43%	38%	35%	33%	44%
Positive	18%	29%	4%	23%	-	-
Negative	30%	17%	42%	30%	33%	56%
Unsure	13%	12%	17%	12%	33%	-





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Employee Uncomfortable or Embarrassed						
Yes	10%	12%	10%	7%	2%	12%
No	90%	88%	90%	93%	98%	88%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Impact on Work for Employee						
None	26%	33%	31%	-	100%	14%
Positive	14%	28%	6%	13%	-	-
Negative	42%	28%	32%	75%	-	71%
Unsure	18%	11%	31%	13%	-	14%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
% of Work Time Occupied by Lactation						
Less than 5%	41%	38%	47%	39%	52%	27%
5 to 10%	13%	13%	12%	13%	23%	8%
10 to 15%	6%	8%	6%	1%	2%	13%
10 to 25%	6%	7%	3%	3%	5%	16%
More than 25%	34%	33%	31%	44%	18%	36%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Best Interest to Provide Lactation Room or Breaks?						
Yes	85%	83%	82%	88%	98%	77%
No	10%	9%	14%	6%	2%	13%
Undecided	6%	8%	4%	5%	-	10%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Room or Breaks Provided?						
Private room	31%	27%	25%	35%	41%	39%
Designated "lactation room"	11%	10%	12%	12%	5%	14%
Sufficient break times	27%	21%	31%	23%	37%	32%
Don't know	15%	17%	17%	13%	16%	5%
None of the above	17%	26%	15%	17%	2%	10%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Rooms Improve Work-Life Balance?						
Significantly improved	69%	56%	75%	69%	70%	76%
Somewhat improved	19%	27%	12%	27%	30%	-
Stayed the same	12%	16%	12%	4%	-	24%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Nursing Equip. Provided?						
Yes	13%	13%	8%	14%	19%	22%
No	87%	87%	92%	86%	81%	78%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Use Provided or Own Equip.?						
Use workplace equipment	34%	60%	11%	34%	25%	15%
Use own equipment	66%	40%	89%	66%	75%	85%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Would Use Equip. if Provided?						
Yes	26%	28%	22%	31%	26%	20%
No	60%	55%	60%	60%	65%	69%
Maybe	14%	17%	18%	8%	9%	12%



Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Return from Maternity Leave Earlier for Financial Reasons?						
Yes	66%	61%	67%	72%	59%	71%
No	34%	39%	33%	28%	41%	29%