
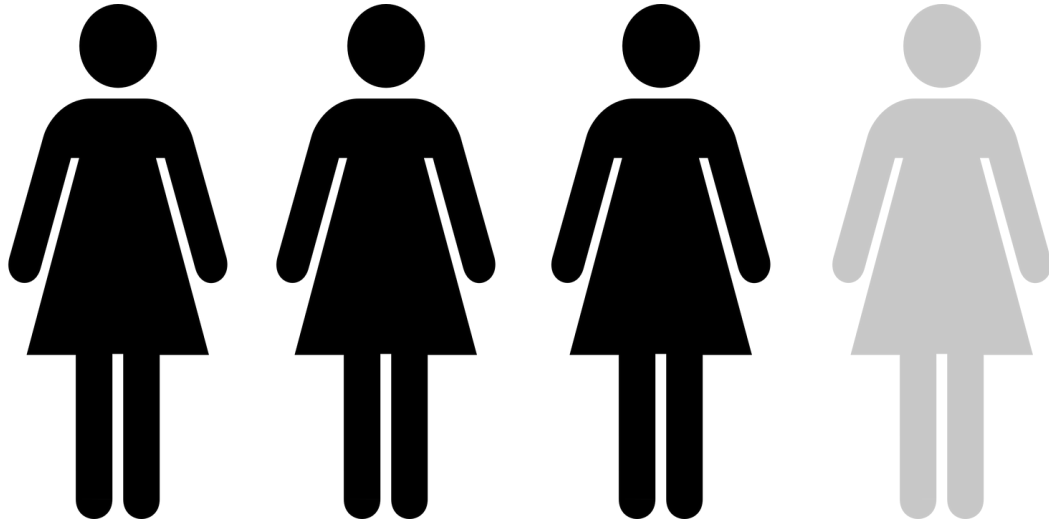


Improving Perinatal
Health Outcomes
through Workplace
Policies



Workplace Policies Landscape



3 out of 4 women are
the primary or co-
breadwinner for their
family

Workplace Policies Landscape



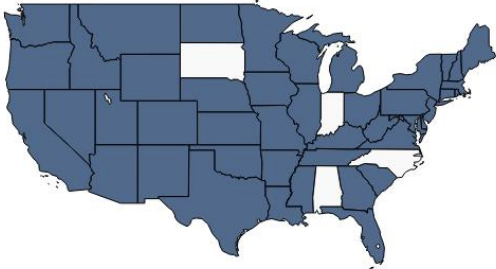
Pregnant Worker Accommodations Landscape

Current federal law

“forbids discrimination based on pregnancy when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, such as leave and health insurance, and any other term or condition of employment.”

Pregnant Worker Accommodations Landscape

Contiguous US



Pregnant Worker Accommodations Landscape



Consequences of Lack of Pregnancy Accommodations

Health Risks



- Dehydration
- Urinary tract infections
- Fainting and associated injuries
- Pre-term birth weight
- Low birth weight
- Pregnancy induced hypertension & preeclampsia
- Congenital anomalies
- Miscarriage

Consequences of Lack of Pregnancy Accommodations

FORCED TO
TAKE FMLA

FIRED

QUIT



NO HEALTH
INSURANCE

Breastfeeding Worker Accommodations Landscape



Breastfeeding Worker Accommodations Landscape



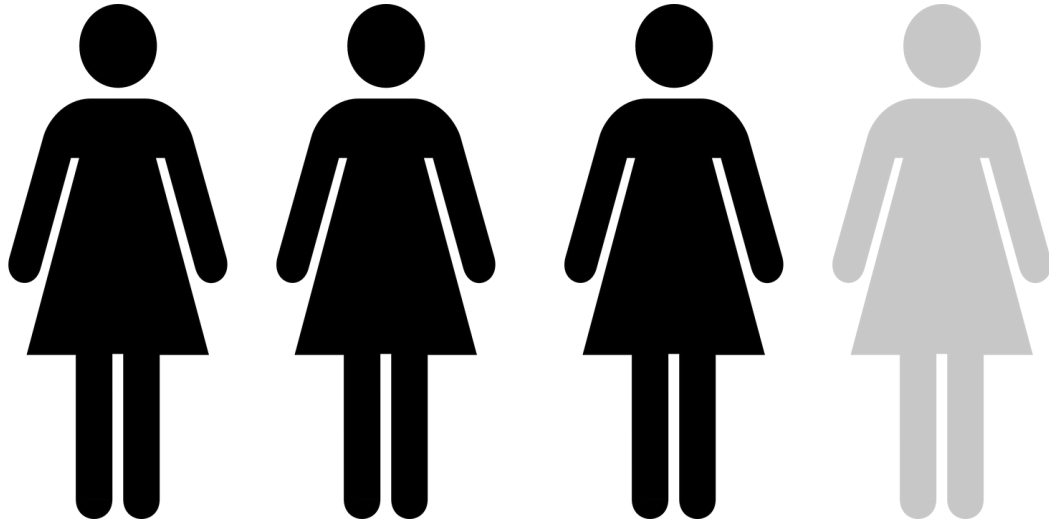
60% of working moms do not have adequate break time or a private space to pump in the workplace.

Earned Sick Days Landscape



1.8 million North Carolina workers can't earn a single paid sick day!

Paid Family & Medical Leave Landscape



1 in 4 moms are back to
work within two weeks
of giving birth

The Need



The Need

Women in low-wage and physically demanding jobs are those most likely to need supportive workplace policies

- Retail sales
- Food service workers
- Health care workers
- Stocking and packaging
- Laborers
- Freight
- Stock and material movers



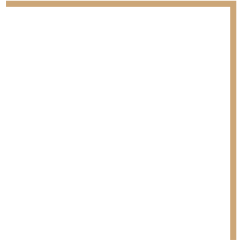
The Need

The lack of workplace policies that support pregnant workers contributes to increasing health disparities



- Maternal death and complications
- Infant and child death
- Ear infection
- GI infection
- Necrotizing Enterocolitis

The Benefits



Who Benefits?

- Healthier moms and babies
- Prevention of maternal and infant deaths
- Promotes family economic security
- Taxpayers



Workplace Policies



Impact on North Carolina Children & Families