



**Exploring Breastfeeding practice among employed mothers and perception of  
employers towards breastfeeding practice of employed mothers**

**Addis Ababa, Ethiopia**

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## College of health science School of public health

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## **Abbreviation and Acronyms**

EBF	Exclusive Breastfeeding
EDHS	Ethiopian Demographic and Health Survey
DM	Diabetes Mellitus
GI	Gastro Intestinal
MOH	Ministry of health
NGO	Non Governmental Organization
UTI	Urinary Tract Infection
WHO	World Health Organization
UNICEF	United Nations Children's Fund
WABA	World Alliance for Breastfeeding Action

## **Abstract**

**Background:** Breastfeeding is considered to be the gold standard of infant feeding. From the global 10 million under five deaths each year 800,000 occurs as a result of suboptimal Breastfeeding. Multiple factors make breastfeeding experience of mothers difficult where maternal employment and related unfavorable situations is one factor mentioned repeatedly.

**Objective:** To explore the breastfeeding practices of employed mothers and to explore the experience and perception of employers on the breastfeeding practice of employed mothers in Addis Ababa Ethiopia.

**Method:** The study was conducted in Addis Ababa. A qualitative approach was used and descriptive Phenomenology strategy was employed. We included 27 participants, 10 employers and 17 employed mothers, where purposive sampling technique was used and data was collected until information saturation was reached. Recorded interviews were transcribed in Amharic and then translated to English. Data were then organized and coded to generate categories and major themes.

**Results:** After analysis three themes were generated from the data of the employed mothers and four themes were generated from the data of the employers. Mothers agree on the importance of breastfeeding for children and return to work is expressed as one of the major barriers to breastfeeding. Mothers with either accommodation expressed better breastfeeding practice and better satisfaction with their job.

Employers in institution with none of the accommodations expressed the lack of motivation of mothers after coming back to work. Employers in institutions that offer either of the accommodations explained better productivity, focus and better breastfeeding practice of mothers on work. Onsite child care center is the most focused on accommodation by stakeholders despite concerns.

**Conclusion and Recommendation:** Better breastfeeding and productivity is ensured with a mother friendly work environment and onsite childcare center is presented as a better option of accommodation for both mothers and employers. Incentives like support with resources and publicizing organizations with friendly environment can be done to motivate organizations and other researchers can focus on cost analysis of the different accommodation quantitatively to further find out benefits of friendly environments. **Key words:** breastfeeding, employed mothers, workenvironment.

# **1. Introduction**

## **1.1 Background**

Breastfeeding has unmatched advantage over any form of infant feedings to date and is considered to be the gold standard of infant feeding. Breastfeeding provides infants with a unique nutritional composition and concentration of protein, fat, carbohydrate, vitamins and minerals, enzymes, hormones, growth factors, inducers and modulators of immune system and anti inflammatory agents that insure a proper growth and development of children[1].

One of the most cost effective interventions to enhance child health with the utmost potential to reach families of all economic background is optimal breastfeeding[2, 3].

According to the WHO and UNICEF recommendations, optimal breastfeeding indicates that infant should be exclusively breastfed for the first six Months of life without mixing it with water, tea, herbal preparations, other liquids or food with the exception of vitamins, mineral supplements or medicines. Thereafter breastfeeding continues with appropriate and sufficient complementary food to the age of two and beyond [4, 5].

Breastfeeding continuation is highly recommended for one of many reasons including reduced risk of GI infection, pneumonia, otitis media and UTI which are some of the common causes of child morbidity and mortality in developing countries [6, 7].other benefits include acceleration of cognitive development and protection against long term chronic conditions and diseases like obesity, DM, chron's disease and lymphoma[6].

Globally more than 10 million children under the age of five years die each year and 800,000 of these deaths are attributable to suboptimal breastfeeding practice. From these 800,000 deaths 41% occur in sub-Saharan Africa the major causes being inadequate breastfeeding practice and high levels of disease [2, 3].

According to a study done in Ethiopia under five child mortality was found to be lower among breastfeeding children (4.4%) compared to non breastfeeding children (13%) [8].

Similarly another study in Ethiopia showed that children who were breastfed for any period were 25.5% less likely to have died before the age of five than those who were not breastfed [9].

EHDS 2011 showed that continued breastfeeding at one year is 96% and exclusive breastfeeding up to six months of age is 52% showing a decrease from 70% in 0-1 month old children to 55%

in 2-3month children and further to 32% in children of 4-5 months old [10].

When looking at the median duration of breastfeeding with respect to educational status of women in Ethiopia, women with no education breastfeed for 25.4 months where as those with more than secondary education breastfeed 4 months lower than that of the previous ones (21.5 months).And by region one of the shorter median duration of any breastfeeding among children is found in Addis Ababa which is 20 months [10].

According to the lancet breastfeeding series, actions taken to increase the rate of EBF for the first six months to 50% from the currently 37% include scaling up and monitoring breastfeeding interventions and calling up on institutions to remove structural and societal barriers to breastfeeding [2].

But despite these actions different studies have shown that regardless of the increased initiation women find it difficult to stick on to expert recommendations of continued and exclusive breastfeeding. Some of the major factors for this include inadequate breastfeeding knowledge, breastfeeding problems of mothers, perception of producing inadequate milk and societal barriers like lack of guidance and encouragement from health professionals, women employment, extent of employers support and condition of working environment like length of maternity leave which need to be seen in further [2] [1, 11, 12].

## **1.2 Statement of the problem**

Women employment is one of the significant contributors of achieving the global effort of empowering women and accordingly an increasing trend is seen from time to time globally and in Ethiopia [13, 14].

But despite the empowerment, employment of women stands as one of the factors that make mothers' breastfeeding experience rather difficult. And studies show that prevalence of breastfeeding among employed mothers is much lower than that of unemployed mothers due to various work related factors [15]. One study showed that even though only 1.5% of the employed mothers had an opinion that EBF should be less than six months compared to 9% of the unemployed mothers the prevalence of EBF was found to be lower among mothers which is 44% and 65% among employed and unemployed mothers respectively [16].

So with the increasing trend of women employment it is foreseen that breastfeeding practice will have a decreasing trend if the necessary solutions and interventions are not under taken. And this makes creating mother friendly work sites that facilitate breastfeeding a necessity.

The seemingly easier ways suggested in creating mother friendly worksites are longer maternity leave and onsite childcare center. But report of a backward slide of career, reduced post birth wages, decreased job opportunity and job uncertainties of women after return to work calls for a deeper look in to it. And among employers allocating space for lactation and childcare is a primary concern and a potential negative reaction among co-workers is another significant barrier to implementing a mother friendly program which makes finding a fitting solution for business a necessity [17].

Currently according to the maternity protection convention, international standard for the duration of maternity leave is 14 weeks and In Africa only 46% of countries provide the recommended coverage while 95% of the more developed countries do, which shows there is still much to be done in the developing world [18, 19].

Additionally, though there are studies done regarding breastfeeding in employed mothers there are not much studies that focus on exploring the issue qualitatively from both the mother's and the employer's side.

### **1.3 Significance of the study**

In the past few years there have been different movements done by the government to support employed women which includes extending maternity leave to six months. Currently, in addition to this initiative the government and different stakeholders and bureaus are focused on creating onsite childcare center.

- Accordingly the finding of this study will enable policy makers to be informed about the status of the existing breastfeeding support provided and what the mothers as well as employers expect off the government which will help them to respond accordingly.
- Thus, this study will help to come up with a solution conducive for both and to create a new normal where women are supported at work, other facilities and the community as a whole and where employers would be able to provide friendly environment which could make them benefit too.

## **2. Literature review**

### **2.1 Breastfeeding**

Breastfeeding is globally approved by the world's health and scientific organizations as the best way of feeding infants. Different studies carried out have highlighted numerous benefits of breastfeeding for infants, for mothers and the society. Some of the benefits are lower risk of gastrointestinal infections, respiratory illnesses and obesity among infant. And the maternal outcomes include reduced risk of breast and ovarian cancer, type 2 diabetes and post partum depression. And the social benefits include decreased health related expenses [1, 6].

There have been dilemmas about the exact time of exclusive breastfeeding because of a belief that breast milk alone is nutritionally insufficient after 3 or 4 months. This belief combined with the fact that complementary foods given in many developing countries are both nutritionally inadequate and contaminated affects the attitude of mothers towards breastfeeding [10].

But according to a study done by WHO there is no objective evidence of this dilemma. In fact, Infants who are exclusively breastfed for six months experience less morbidity from gastrointestinal infection than those who are mixed breastfed as of 3 or 4 months and no deficit have been demonstrated in growth among infants who are exclusively breastfed for six months from either developing or developed countries. It is also seen that early initiation of breastfeeding/ within one hour/ could prevent about 20% of new born deaths and also infants that are exclusively breastfed are 11 and 15 times less likely to die from diarrhea and pneumonia respectively [5].

A systematic review by WHO on long term effect of breastfeeding suggested a 10% reduction in the prevalence of obesity in children exposed to longer duration of breastfeeding and showed that breastfeeding is associated with increased performance in intelligence tests of 3.5 points on average and suggested the protective effect of breastfeeding against type 2 DM [20].

Thus, currently WHO recommendation is optimal breastfeeding. Optimal breastfeeding includes exclusive breastfeeding for the first six months of infant's life and continued breastfeeding with the addition of adequate complementary feeding up to the second year of a child and beyond [3, 5].

## **2.2 Factors affecting breastfeeding**

Almost all mothers can breastfeed as long as they have the correct information and support from their family, employer, health care system and the society. The help they get from different parties can help women to have the right attitude which will help them to have the right practice of breastfeeding [21].

It is apparent that factors at individual, group and society level influence breastfeeding experience in various ways and affect women's attitude and intention towards breastfeeding (22). Some of the most commonly discussed factors that affect breastfeeding at individual level include age of mother, marital status, knowledge and skill of mother, health status and socio-economic status of mother. The group level and society level factors include public policy, environments of health facility, work, community and home [22, 23].

Based on different studies breastfeeding is found to be lower in upper socio economic class than their counter parts and the likelihood of EBF practice in mothers who are illiterate and primary to secondary are found to be higher as compared to certificate and above educational status. And in most cases women who are married tend to have higher breastfeeding prevalence than that of unmarried women where support from husband is shown to have a big influence [23, 24].

When looking at the health environment with regard to breastfeeding, although mothers acknowledge health facility breastfeeding education activities they claim they are not enough and that exclusive breastfeeding is rarely mentioned in health education sessions and individual consultations.

Often health professionals give advice only to mothers who ask for it or have a particular problem like low weight baby. And in hospitals women only see health professionals if mother or baby has a specific health problem. Advantage is not yet taken of good opportunities like mothers return for vaccination to promote breastfeeding. Despite these gaps studies show that having antenatal care and postnatal care are associated with higher breastfeeding rate [25, 26].

Work is another factor showed to affect breastfeeding negatively as a result of absence of accommodations for mothers which makes not engaging in work outside home perceived as a supportive factor for breastfeeding by the community [15, 26, 27].

In terms of supporting factors encouragement from one's own mother, grandmother and social pressure and encouragement from husband and nurses/midwives stand predominantly [7].

In most cases, women mention support from husband, mother and mother in law plays a big role.

Couples mostly report the possibility of influence of grandmothers of both sides that is not only limited to giving guidance since they actually spend more time with the baby while the mother is engaged in something else [26, 27].

On the other side, factors mentioned to hinder breastfeeding include lack of proper knowledge on breastfeeding, return to work, lack of support from husband and pressure from mother in-law and neighbors to wean baby [7]. A study showed that though most mothers have heard about EBF for six months, majority of them think that EBF means giving breast milk only with no infant formula or other drink or semi-solid feeds, but small sips of water are acceptable. Another gap is seen on the knowledge of importance of positioning and attachment to have enough milk and techniques to express milk for working mothers that shows the work of creating awareness during any visit lies largely on health professionals [26].

One cause for lower rate of breastfeeding is mother's and community belief that breast milk alone cannot provide all nutrients needed for children for six months and the other is thinking that child could be thirsty or hungry together with a misconception that breastfed babies are smaller compared to formula fed babies [28]. usually male family members/husband, grandfather/view issues related to breastfeeding as the preserve of women which is why different studies show the lack of support from spouse. A study done in Taiwan showed that one of the factors that increased the likelihood of formula feeding during the first one to two months of life is lack of encouragement from husband [26, 27, 29]. Another study showed that mothers who had their husband's support were almost three times more likely to practice EBF than mothers who were not supported [30].

It is also shown that mothers who expect to work full time and who have less than six weeks maternity leave had lower initiation and duration of breastfeeding rate than mothers who do not expect to work and mothers who have more than six weeks leave. This study also showed working full time at 3 months postpartum decreased the duration of breastfeeding by 8.6 weeks relative to not working [31].

On a bigger note government laws and work place policies exceedingly impact the decision to breastfeed which can have long-lasting impacts on a child's future. Some of the factors repeatedly distinguished to be associated with higher rates of breastfeeding in this regard include long term well funded maternity leave and national policies guaranteeing paid breastfeeding breaks at least until the child turns six months old [32-34].

Despite the fact that employer's knowledge on benefits of breastfeeding is vital to understand and support breastfeeding practices, studies show most employers are not aware of the potential benefits. Furthermore there are not many employers who believe that providing a supportive environment to working mothers would lessen mothers absence from work and that breastfeeding would reduce the stress of mothers and improve the work outcome [14, 35].

On the contrary of this belief ILO and WABA have adopted a set of guidelines to create mother friendly work environment which consists of job sharing, part time work, flexible scheduling, a private place with a locking door to pump milk, access to refrigerator for storage of breast milk, onsite day care and time allowed to express milk [35, 36].

### **2.3 Breastfeeding and working mothers**

Employed mothers have responsibilities both for family and work. They are expected to carry out duties as professional workers and to meet their responsibilities as mothers and wives. Though one of the most important gifts a woman can give to her child as a mother is breast milk, barriers like women's return to work and lack of breastfeeding accommodations in work place makes it difficult to achieve breastfeeding to the best of the standard [13].

This is strengthened by different studies that have shown lower breastfeeding prevalence among employed mothers. A study done in Ethiopia showed that unemployed mothers were 1.98 times more likely to exclusively breastfeed than employed mothers and some of the reasons mentioned as a barrier include inadequate time to breastfeed at work, lack of proper place of breastfeeding, insufficient maternity leave and lack of onsite childcare [17-19].

The solutions suggested for resolving breastfeeding problems of employed mothers include employer's role of fulfilling breastfeeding and expressing facilities, initiating and arranging child care for infants close to or in work place, longer maternity leave, giving mother breastfeeding period, returning home from work or taking child to work and expressing milk [19, 20].

Accordingly, a survey on employers reported that childcare services decrease employee absences by 20-30% and reduce turnover by 37.6% [37].

Another study also reported benefits of presence of daycare center to mothers which include reduction in absenteeism because children got sick less often, increase in productivity that were implied in comments such as “ mothers could work with freer mind knowing that their children were safe and being cared for” [38].

A study that looked at productivity among employees also found that 40% felt less stressed by family responsibilities and spent less time at work worrying about their family and 35% were better able to concentrate on work while another 30% had to leave work less often to deal with family situations. Generally employees felt that the use of childcare improved their productivity at work [37].

When looking at the use of formula milk a study showed that 70.83% of employed mothers with <6 months maternity leave used formula milk while only 47.56% mothers who had >6 months maternity leave used formula milk and 39.13% of mothers who have nursery at work place started formula milk while 56.63% of mothers that didn't have nursery started giving formula milk [39].

On another note there are also problems raised related to these suggested solutions. some are decreased advancement of career after returning from maternity leave, fear of job insecurity, and uncertainty on cost of childcare center among employers [40].

## 2.4 Conceptual frame work

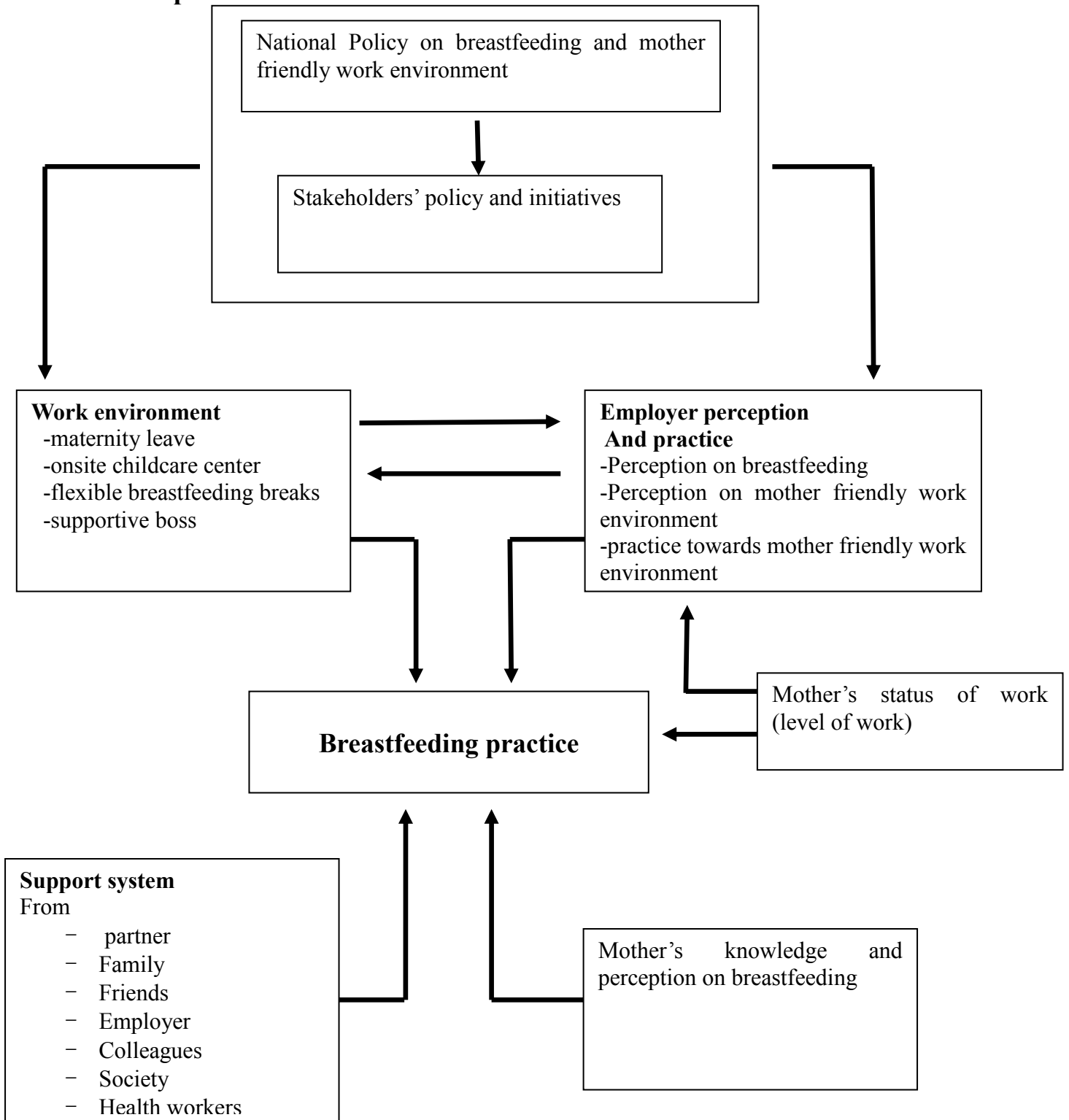


Fig 1. Conceptual frame work of breastfeeding practices and work environment, Addis Ababa, Ethiopia, 2017.

### **3. Objective**

#### **3.1 General objective**

To explore the breastfeeding experience of employed mothers and employers' experience and perception towards breastfeeding experience of mothers in Addis Ababa, Ethiopia.

#### **3.2 Specific objectives**

1. Explore experience of employed mothers who are breastfeeding in Addis Ababa city who have six months maternity leave or access to onsite child care center or have neither of the two.
2. Compare the experiences of breastfeeding among the three groups of mothers in Addis Ababa, Ethiopia.
3. Explore the experience and perception of employers towards breastfeeding mothers in Addis Ababa city.

## **4. Methods**

### **4.1 Study area and period.**

The study was conducted from Dec 2016-May 2017 in Addis Ababa the capital and largest city of Ethiopia; it has a total population of 3.3 million according to the 2007 population census with annual growth rate of 3.8%. The city is divided into ten sub cities namely Addis ketema, Akaky Klaiti, Arada, Bole, Gullele, Kirkos, KolfeKeranio, Lideta, Nifas Silk-Lafto and Yeka.

Over three quarter (79.95%) of women in Addis Ababa are literate which is the highest in the nation and 52% of women in reproductive age who live in Addis Ababa are currently employed in this city according to EDHS 2011 [10, 21].

Addis Ababa was selected as the study area because one of the shortest median duration of breastfeeding in the country is found here and also more than half of women in the city are employed [10]. Plus the primary units involved in creating conducive work environment for women including Ministry of health and Youth, Women and Children affairs bureau plus the organizations that offer either of the accommodations are majorly found in Addis Ababa.

### **4.2 Study design**

A qualitative approach was used in this study and descriptive Phenomenology strategy was employed. Understanding the lived experience marks phenomenology as a philosophy as well as a method and the procedure involves studying small number of subjects through extensive engagement to develop patterns and relationships of meaning as described in Creswell research design 3rd edition [22].

### **4.3 Study population**

The study population included

- Women who are full time employees working on any position with a fixed wage.
- Women who are employed in an institution that offers a six months maternity leave.
- Women who are employed in an institution that has onsite child care center.
- Women who are employed in an institution that does not offer a six months maternity leave nor has onsite child care center.
- Employed mothers who have a currently breastfeeding child of two years or younger.
- Employers who are responsible for decisions related with breastfeeding and maternity leave.

- Personnel from major stakeholders who are responsible on issues related with breastfeeding.

The institutions involved are governmental, private and non governmental institutions.

**Inclusion criteria-** employed mothers currently breastfeeding, mothers who have a child of two years or younger, employed mothers who have access to onsite childcare center, employed mother who have six months maternity leave, employers working in institutions that offers six months maternity leave or onsite childcare center, employers in institutions that offers none of the two accommodations.

**Exclusion criteria-** Mothers who don't work full time, mothers who are not willing. Employers who are not willing, employers who are not responsible for issues related to mothers, breastfeeding and work place accommodations.

**Sample size-** A total of 27 participants were involved. 5 were employed mothers from institution that offers six months maternity leave and 4 were from institutions with onsite childcare center and 8 were from institutions with none of the two accommodations and the rest 10 were employers including 3 personnel from major stakeholders. This sample size is determined depending on the saturation of information.

<b>Study participants</b>	<b>Sample size</b>
Employers	10
Mothers with six months maternity leave	5
Mothers with onsite childcare center	4
Mothers with none of the accommodations	8

#### **4.4 Sampling procedure**

Purposive sampling technique was used to recruit study participants who are included based on predefined group of working mothers with a child of 2 years or younger, who are currently breastfeeding and who have six months of maternity leave or access to onsite child care center and employed mothers who have neither of the above two accommodations including employers. Following this, employers at the offices where the selected mothers were working at and personnel from major stakeholders were selected purposively and efforts were made to insure they came from a range of managerial positions which made them responsible for decisions regarding breastfeeding.

#### **4.5 Data collection**

Data collection was carried out using an interview protocol that has two parts which are interview protocol for employers and employed mothers.

The interview protocol for employers was adopted from a research report on mother friendly work site policy initiative done by Texas department of state health department.

The second interview protocol for employed mothers was adopted from national breastfeeding study in Pakistan which is also used in countries like Uganda, Malawi and Senegal. These two protocols were edited to fit into this study considering the objective and the study population. This interview guide contains semi structured and open-ended questions to have a high degree of flexibility.

Responsible personals helped to identify eligible participants in each institution. The date, time, and place for each interview was scheduled by the researcher in accordance with what was most favorable and comfortable for the subjects. And all interviews were conducted by the principal investigator.

Four pretest interviews were done both on the mothers and employers. Following the pretest arrangement of question order, clarification of questions and addition of missing probes were made to develop the interview guide and following that formative assessment was done through out to further develop the interview guide.

All the interviews were audio taped with the participant's consent and two participants were visited one more time for some clarification and unstructured observations of the employed mothers working environment was done to complement the interviews and the interviews took 40-60 minutes in average.

#### **4.6 Operational /standard/ definition**

- Employed mothers- mothers who are working full time and who are paid regular wage at any working position.
- Employer- personnel who are on a managerial position which makes them responsible for decisions on issues of breastfeeding.
- Onsite childcare center- a childcare center which is found in the compound of the institution the mothers work in.
- Six months maternity leave- official maternity leave of six months duration that is given to an employed mother due to giving birth.

- Organization with accommodation- organization that offers six months maternity leave or onsite childcare center.
- Private organization- organization that is built for profit which is not owned by the government.
- Non-governmental organization- any non-profit, voluntary citizens' group which is organized on a local, national or international level.

#### **4.7 Data analysis**

Data analysis was performed to describe and compare general statements as relationships and themes present on the data according to the method of analysis described by Kleiman (2004)

First, tape records were transcribed in Amharic then translated to English and once this was done data was reviewed as a whole to become familiar with what patterns occur within the data then initial codes were generated by documenting where and how patterns occurred.

Following this, codes were combined in to overarching categories and themes that accurately represent the data. Themes were repeatedly checked to make sure they support the data and to look for missing information and to get a richer outcome.

At last for the final process of report writing, themes were defined and reviewed then decision was made on themes that make meaningful contributions to answering the research question and to give possible explanations to the phenomenon. After changing word files to text file format open code software was used for the process of coding, categorization and the thematic analysis. Finally Microsoft word was used to summarize and write up.

#### **4.8 Data quality management**

Data quality was assured before, during and after data collection.

**Before data collection:** an objective based interview guide was adopted and edited to fit in to this particular study. The interview protocol was initially prepared in English then translated in to Amharic by an individual who has a good ability of the two languages. And pretest was undertaken to avoid leading questions, to check for clarity and understandability of interview protocol.

**During data collection:** data collection was undertaken by principal investigator. The interviews were transcribed each day after interview and missing ideas and lack of clarifications were

corrected throughout the process. Triangulation was done by not limiting participants to only employed mothers and employers from one sector but by also including participants from private, governmental and nongovernmental organizations to ensure validity.

**After data collection:** All Amharic transcripts were cross checked with the oral discourse for consistency and completeness of data and interview transcripts and codes were constantly compared with original data to prevent drift of definition of codes and to ensure reliability. Gibbs (2007). In addition themes were shown to some of the informants for comments and confirmation.

#### **4.9 Ethical consideration**

Ethical approval was obtained from Addis Ababa University School of Public Health Ethical and Research Review Committee. Informed consent was received from all study participants after detailed explanation about the purpose, confidentiality and all procedures that are used for the study. All the study participants were reassured that any personal identifiers won't be recorded and the recorded documents will only be used for this study and will not be shared. The interviews were conducted in a setting the participants chose.

#### **4.10 Result dissemination**

Findings of the study will be presented and submitted to Addis Ababa University School of Public Health and will be communicated to all concerned bodies. The research paper will be sent for possible publication on relevant scientific journals.

## **5. Results**

In this section major results found from the interviews of the two groups, employed mothers and employers, are presented separately in two different segments.

### **5.1 Results of employed mothers interview**

#### **5.1.1 Demographic characteristics of mothers.**

Mothers in this study are found in the age range of 26-38. The educational status of mothers ranges from 10<sup>th</sup> grade to masters degree level with most mothers holding either bachelor degree or diploma. All the mothers have either one or two children with the exception of one mother who has four children.

Four mothers work in institutions that have onsite childcare center and five mothers work in international NGO that offers six months maternity leave while the rest eight mothers work in institutions with none of the two accommodations.

#### **General description of mothers' working environment**

The mothers in this study are from five organizations that include two governmental, two private and one nongovernmental organization. These mothers work in organization that has onsite childcare center, six months maternity leave or from organization that has none of the two accommodations.

From these organizations one of the institutions gives six months maternity leave and other two organizations have onsite childcare center. And the rest two organizations have none of the two accommodations.

The organizations that offer onsite childcare center have their own transportation service for mothers to bring their children and take them home. They are also given two sessions, lasting 30 minutes each, to breastfeed in the morning and afternoon in addition to their lunch break.

There is a setting difference between the two organizations that have onsite childcare center. One of the organizations is governmental and children in the center are cared for by baby sitters who are employed for this purpose only and children stay in the center up to the age of five.

The second one is a private organization that trains mothers of the children in the center and arranges for the mothers to care for the children with specific schedule. A mother who has a child in the center has a one day program to take care of the children per week. Every day, there will be two mothers who take care of the children thus the organization doesn't hire extra man power

to babysit. And the work task of the mother on duty will be covered by her colleagues. children stay in the center up to the age of four.

**Table1 –Demographic characteristics of employed mothers, Addis Ababa, Ethiopia, 2017.**

Employed Mothers								
Code	Age	Educational status	Marital status	Occupation	Number of children	Age of index child	Sex of index child	organization
MN01	28	10 <sup>th</sup> grade	Married	Janitor	2	1 year 3 months	female	Governmental
MN02	30	Diploma	Married	Documentation officer	2	11 months	Female	Governmental
MN03	28	Diploma	Married	Finance officer	1	1 year 8 months	Male	Governmental
MN04	26	Degree	Married	Senior finance officer	1	1 year 10 months	Female	Private
MN05	31	Degree	Married	Senior HR officer	2	1 year 3 months	Male	Private
MN06	25	Degree	Married	health officer	1	11 months	Female	Governmental
MN07	26	Degree	Married	Pharmacist	1	1 year 6 months	Male	Governmental
MN08	27	Degree	Married	Professional Nurse	1	1 year 3 months	Male	Governmental
MO01	27	Diploma	Married	Machine operator	1	1 year	Female	State enterprise
MO02	28	Diploma	Married	Secretary	1	4 months	Male	Private
MO03	30	Certificate	Married	Guard	1	7 months	Male	Private
MO04	32	Diploma	Married	Cashier	1	10 months	Female	Private
MS01	29	Degree	Married	Finance assistant officer	1	1 year 2 months	Female	NGO
MS02	34	Diploma	Married	Reception	2	1 year 4 months	Male	NGO
MS03	37	Degree	Married	Accountant	4	1 year 10 months	Female	NGO
MS04	38	Masters degree	Married	Project monitoring	2	8 months	Female	NGO
MS05	31	Diploma	Married	Cashier	1	9 months	Male	NGO

**MN-** mothers with neither onsite childcare center nor six months maternity leave.

**MO-** mothers who have access to onsite childcare center.

**MS-** mothers who have six months maternity leave.

After analyzing the collected data from employed mothers three themes emerged and were

- i) Motivators, barriers and work related experiences

- ii) Work environment and breastfeeding
- iii) Coping mechanisms.

The first theme consists of two subthemes which are focused on the motivators and barriers to breastfeeding and also the different experiences mothers have with regard to work and breastfeeding. The second theme includes three subthemes which are focused on general work environment and the impact on the employed mothers and the third theme is comprised of two sub themes which contain the coping mechanisms used and suggested by the mothers for a lasting solution.

### **5.1.2 Theme one- motivators, barriers and work related experiences.**

Mothers explained diverse motivators and barriers to breastfeeding and the physical and emotional challenges they face when trying to continue breastfeeding after coming back to work.

#### **5.1.2.1 Subtheme one- Motivators and barriers to breastfeeding.**

One of the factors majorly expressed as a motivator by mothers is past experience they have regarding breastfeeding. Mothers talked about the motivation they get because of the difference of satisfaction, bond they have and health status difference between breastfed and non breastfed child.

*A mother who has a baby girl working in a governmental organization said*

*The fact that I didn't breastfeed my older baby really pushed me to breastfeed my younger one. My older baby used to get sick all the time and I used to take her to the clinic repeatedly. But thanks to God my younger baby is really healthy and I don't take her to the clinic often and when I breastfeed her everything becomes fine. MN01*

*Forget all the advantages and everything about breastfeeding, I didn't even feel like a mother with my first child because I didn't breast feed her. I raised her with other foods and other things. I used to get jealous of other people breastfeeding their babies and giving them love looking in to their eyes but now I feel happy and like a mother so I breastfeed her all the time it has a different feeling. MN01*

Participants also expressed that other's experience on breastfeeding, feeling of fulfillment, happiness and knowledge on breastfeeding advantage stand as some of the key motivators to

breastfeed

*A mother with a baby boy in a governmental organization with none of the accommodations said  
As I've told you it is good for his health and many other things and I'm happy because I  
feel like I've fulfilled my responsibility. MN07*

*I think breast milk is meant to be given for the baby so why keep it in? And I don't want  
my baby to be just like other children who don't breastfeed. For instance I have a niece  
who stopped breastfeeding at the age of two months and she gets sick repeatedly and I  
think my child will get sick too if I don't breastfeed him. MN07*

*A mother with a baby girl in organization with none of the accommodations said  
I breastfeed because I know It is good for my child's health, for his brain and everything  
and for me it increases my love for him and I feel happy when I breastfeed. MO02*

*A mother with a baby girl working in NGO that offers six months maternity leave said  
I know that it is important for my child's health, growth. It is well balanced so it makes  
her healthy and she will have a good growth and it is also important for her future life so  
that is what made me breastfeed. And for me the major thing is the mental satisfaction I  
get in addition to helping me to physically be healthy and fit and decreasing the chance  
of having a breast cancer. MS04*

Participants expressed their mother's support together with that of health workers advice as another motivator to breastfeed.

*A mother with a baby girl in governmental organization with none of the accommodations said  
My mom used to tell me that she fed us (her children) up to 4-5 years and that we grew  
up to be strong and that I should not stop early. so by looking at her I think that I should  
breastfeed for at least two years with other foods. MN01*

*A mother with a baby girl in governmental organization with none of the accommodations said  
Well, when we go to health facilities we are advised constantly to breastfeed at least eight*

*times a day so I think a child should get accordingly. MN02*

*A mother with a baby girl in institution that has onsite childcare center said*

*It is currently highly emphasized. I hear about it everywhere plus my mom used to tell me to breastfeed my child all the time even after I gave birth she always reminds me to and I hear from different medias and during my visits that it is important for children. MO01*

Mothers also expressed different barriers to breastfeeding.

The first thing expressed as a barrier by mothers is the perception of decreasing amount of breast milk and doubt on the sufficiency. Societal belief of loss of appetite of children because of longer breastfeeding duration together with getting back to work is also raised as barrier.

*A mother with a baby girl in institution that has none of the accommodations said*

*I mean I can breastfeed her up to six months but it depends on the kind of food I eat because mostly breast milk decreases in time maybe If the mother takes good food the child may not get hurt too but I prefer if the child is given something to complement them like a cow's milk or formula milk around three or four months. MN04*

*A mother with a baby boy in private organization that has none of the accommodations said*

*Excuse me but I don't believe in the six month publicized. I mean the breast might not have enough milk even if we eat well. I think three months is enough I also started formula milk at three months when I got back to work. MN05*

*A mother with a baby girl in governmental organization with none of the accommodations said*

*I believe he should breastfeed up to six months without anything but what would happen if your breast is not coming out what would happen to the baby? You can't do anything you will just feed him other food MN01*

*Sometimes it is believed that children tend to not eat food when they keep on breastfeeding; it makes them lose appetite for other food types. And we don't think that breast milk has much use, we are more inclined to giving food and cow milk leaving the breast milk behind for them to wean and this is also because it is not feasible with our*

*job.MN01*

*A mother with a baby girl in institution that gives six months maternity leave said*

*I think if the mother's breast keeps on producing milk it would be good if a child breastfeeds longer but mostly it dries out early and that makes it hard plus we can't continue breastfeeding while working***MS01**

### **5.1.2.2 Subtheme two- work related challenges on breastfeeding**

Mothers talked about several challenges they face when trying to continue breastfeeding while working but these challenges are described more intensely by mothers who have neither six months maternity leave nor an onsite child care center.

The first challenge explained by mothers is emotional stress they face like frustration and worry about child and instability they have in their daily endeavors. Mothers explained that they have no choice but to accept the reality and that this sometimes pushes them to the point of wanting to quit their job.

*A mother with a baby boy who works in institution that has none of the accommodations said*

*I can't put my whole focus here, I get frustrated because he doesn't bottle feed well and I think he might get hungry or cry and I feel sad but I've no choice other than to accept the reality. There is no choice until the law for six months leave gets implemented.* **MN03**

*A mother with a baby girl who works in institution that has none of the accommodations said*

*I get worried that she would die off hunger sometimes and I am afraid that she would get hurt, that is my biggest concern. I miss her so much that I sometimes even want to quit my job and be with my baby.***MN04**

*A mother with a baby boy who works in institution that has none of the accommodations said*

*You leave your baby for a maid at home but you call the maid 100 times to remind her to change the diaper and to give him the milk you left and specially because the maids don't know much about children I call her to bottle feed him every two hours and to change his diaper and to freshen him up and it makes me lose focus here.* **MN05**

*A mother with a baby boy who works in institution that has none of the accommodations said  
I used to get stressed and feel guilty because I take what he could feed from him. I used to  
express milk and leave it at home but he finishes that fast so I get very stressed.***MN07**

*A mother with a baby boy who works in institution that has none of the accommodations said  
My life is a rush. I think of my child when I am at work and run to work when I am at  
home there is not even a comfortable situation to breastfeed my child for a second and  
because of all this I can't breastfeed freely.* **MN08**

Mothers with either of the accommodations i.e. six months maternity leave or onsite childcare center explained the fact that stress of starting work is easier because of the accommodation they have.

*A mother with a baby boy in institution that has onsite childcare center said  
I was stressed about how she would stay the whole day without breastfeeding and I was  
worried that she might fail down and everything about her made me stressed but it all  
stopped once I brought her here, it all got better.***MO03**

*A mother with a baby girl working in NGO that offers six months maternity leave said  
It was very hard. I used to miss my baby and I wanted to just go home and be with her  
and I didn't work with full attention at first but I got used to it in time and the fact that I  
stayed with her for long and started giving her complementary food made it easier for  
me.***MS01**

Mothers expressed physical challenges they face when they are on their jobs and the negative impact it has like losing focus. Here also mothers with only three months maternity leave and none of the two accommodations expressed the challenge more intensely.

Mothers explained that breastfeeding after work is physically demanding and hard and that it causes pain and discomfort for them and because of its difficulty it poses a negative impact on their job.

*A mother with a baby girl working in institution that offers none of the accommodations said  
When you spend the day at work you will be tired and breastfeeding after that seems like  
another tiring thing to do so you just want to rest and it even makes you mad to*

*breastfeed after that and because I stay at work the whole day it becomes painful when I breastfeed her that I sometimes stop her in the middle.***MN01**

*Because of the pain I feel when my breast gets full I prefer not eating much at work, because it would not get full if I don't eat or drink. I eat well when I get home.***MN01**

*A mother with a baby girl working in institution that offers none of the accommodations said  
Because I don't breastfeed in the day time I try to compensate it by giving her more in the night time and in the morning I can't wait to eat something because I feel sick from all the breastfeeding in the night time.***MN02**

*A mother with a baby boy working in institution that offers none of the accommodations said  
My breast gets really full and because of that it becomes painful plus my cloth becomes wet and ruined it is beyond words so the option I have is to just spill the milk out.***MN03**

*A mother a baby boy working in institution that offers none of the accommodations said  
It is very difficult, My breast gets full and leaks so I have to bring breast pump with me and it is really hard, motherhood is not easy. I can't be attentive at my work and it is hard to work with full orientation so it has impact on work too because when my breast gets full and painful all I could think of is going home and breastfeeding. I can't focus on my job it poses a big problem for me.***MN08**

### **5.1.3 Theme two- work environment and breastfeeding**

This theme focuses on issues raised regarding the working environment of mothers, the effect that this environment has on the mothers and the view of these women towards the environment.

#### **5.1.3.1 Subtheme one- work environment.**

Regarding work environment the lack of facility and its effect is strongly mentioned by mothers with neither accommodation but no significant lack of facility at work place is mentioned by mothers who have six months maternity leave or who have access to onsite childcare center.

Here mothers expressed the lack of fridge to store their milk in work place as one barrier of breastfeeding and that they are forced to spill their breast milk because of that.

*A mother with a baby girl working in institution that offers none of the accommodations said*

*I spill my breast milk when it gets full on the ground because I think it would be contaminated and there is nothing here to store the milk like a fridge. MN04*

*A mother with a baby boy working in institution that offers none of the accommodations said*

*When I am at work and my breast gets really full I go in to the bath room and spill the milk. The baby doesn't get it immediately and because my home is far from here and there is no fridge to store the milk here the option I have is spilling the milk. I would have fed him if there was a fridge to store the milk. MN05*

The other idea raised by mothers is the effect of support of bosses to the mothers and the organizational support they get.

Mothers with none of the two accommodations expressed that having a good boss helped them in their breastfeeding habit and continuation of work.

*A mother with a baby girl working in institution that offers none of the accommodations said*

*I fortunately had a good boss and he used to let me go home and breastfeed with some intervals and I knew he would let me do that. But if this was not the case I would have stopped working at all. MN04*

Mothers who have access to onsite childcare center expressed the presence of the center, breastfeeding breaks and supportive bosses as a great support to breastfeed.

*A mother with a baby boy in institution that has onsite childcare center said*

*We have breastfeeding breaks to see and breastfeed our children and this is done to increase women's participation. We come here at 4 and 9 o'clock to breastfeed our children and get back to work after. When we come here we let our bosses know and there is no problem. MO03*

*A mother with a baby boy in institution that has onsite childcare center said*

*This center is a great support for me it is more than any help I could get. It helped me to breastfeed and take care of my baby. The other mothers tell me what to do and what is*

*good for children on our coffee ceremony and our bosses are also happy and supportive when we come here.***MO02**

Mothers with six months maternity leave expressed that they are given their annual leave in addition to their maternity leave and that it helps them a lot with their breastfeeding and that they see it as a great support.

*A mother who has a baby boy working in institution that offers a six months maternity leave said  
There is no problem here I even took additional leave after I finished my maternity leave and I stayed home for around 7 months so I got back after my child got older and this is what most mothers do they even allow for us to come in late at 8 o'clock in the afternoon, 30 minutes late, for breastfeeding.***MS02**

*A mother who has a baby girl working in institution that offers a six months maternity leave said  
In addition to the six months leave they supported me by giving me the annual leave I had and sometimes I might come late to work because of breastfeeding or other things related with my child but they understand my situation so I faced no problem.* **MS03**

Feeling of being treated differently on job after getting back to work is explained with a great intensity by the mothers who have neither of the accommodations and mothers explained this difference is because of the degree of closeness they have with their bosses and the unofficial supports given.

*A mother with a baby girl working in institution that offers none of the accommodations said  
After I got back to work I used to go out for half day like most mothers do which mine lasted for a short period. This is of course done unofficially by agreeing with your boss. And later I was told that the times I went out will be taken from my annual leave but there are also other workers who used to go out like me who told me that they went out just as a support and their annual leave was not touched but I don't know why the difference happened.***MN01**

*A mother with a baby girl working in institution that offers none of the accommodations said  
The situation with me and other workers was very different. That is, for instance me and*

*my colleague agreed for me to go out at 8 or 9 o'clock in the afternoon for some time like any other mother does but there is some kind of problem with my boss. There is a problem of treating every one with the same manner which even led us to disagree many times. I think it is because I'm not that close with my boss. MN02*

### **5.1.3.2 Subtheme two- effect of work environment**

Mothers who have neither of the two accommodations expressed the effect of the three months maternity leave on their experience of breastfeeding.

They explained that they had to start formula milk when they got back to work which is at three months and if longer four months after adding annual leave.

*A mother with a baby girl working in institution that offers none of the accommodations said I stayed home for the three months and because I was with her all the time she wanted to breastfeed very much but then I started giving her formula milk when I got back to work, it was a must. MN01*

*A mother with a baby boy working in institution that offers none of the accommodations said As you know maternity leave in our country is 3 months. I took my annual leave and arranged to use it for half day every day for some time but then I started giving him formula milk at around four months because I could only breastfeed him at night when I get off work. But the 3 months is not enough it is very short. MN03*

*A mother with a baby girl working in institution that offers none of the accommodations said If I was at home I would give him every 2 hours but when I am at work I stay here for 8 hours so he doesn't breastfeed that much which hurts him. I replace what he is supposed to get with formula milk. MN04*

*A mother with a baby boy working in institution that offers none of the accommodations said The government allows only two months maternity leave and when a mother stays at work the whole day the milk content of the breast will decrease it won't be as before so mothers stop early because their breast stops producing milk. MN07*

One of the major ideas explained by mothers who have access to onsite childcare center or six

months maternity leave is the difference of experience they have with their current baby and that of their older ones they had before working in organization that offers these accommodations.

These mothers said that they gave formula milk to their babies early on in the past just like mothers who don't have the accommodations because of work. But now they are able to exclusively breastfeed for six months and their children are healthier because they have one of the accommodations

*A mother with a baby girl in institution that has onsite childcare center said*

*I previously leave my children home at three or four months with a maid and I used to worry about them a lot and because I had to leave my children and get back to work I give my babies formula milk early to get them used to it because I think they might get hurt if I don't.***MO04**

*A mother with a baby boy working in institution that has six months maternity leave said*

*I breastfed my first child for about three months then I started giving her additional food because I had to start work but it is different with my second child I breastfed exclusively for six months and my child didn't get sick because I stayed home with him for long he was ok the whole time. Staying for six months has a lot of advantage.* **MS02**

*A mother with a baby girl working in institution that has six months maternity leave said*

*I don't think I would have breastfed her for this long because it is a must to give her other foods when I start working which was the case with my other children where I had to start work around fourth months which made me start other food early.***MS03**

*A mother with a baby girl working in institution that has six months maternity leave said*

*When I gave birth to my first child I had a short maternity leave and I was working in governmental organization at that time so I took my annual leave and also added a sick leave to extend my leave to four months so I started complementary feeding at four months but now because of the leave I got I exclusively breastfed my baby for the whole six months.***MS04**

Mothers who have access to onsite childcare center or who have six months maternity leave talked about how much the help they are getting means to them and how it makes them feel

lucky and valued.

*A mother with a baby boy who works in institution that has onsite childcare center said*

*It was good because the caring we have in this organization is immense. The first thing is what this organization has made for us has made us love our kids more plus we come here to see our children in our working hour and every expense is covered by the organization.***MO02**

*Generally the value that this organization gives for mothers and women is beyond words for me. Sometimes people ask me where I keep my baby and say that they would pay any price because of the difficulty they face but when I tell them about this place they get shocked and tell me how lucky I am so I see how much people suffer and it makes me thank God and honor this organization even more and I don't think I would have a problem even if I had ten children with this organization and this center in place.* **MO02**

*A mother with a baby boy who works in institution that offers six months maternity leave said*

*It is not only me that praises this organization with the things done for women. This organization is very supportive of women in different ways including the six months leave and I think it will be good for other organizations to take this experience and use it for themselves.***MS02**

Mothers working in institutions with onsite childcare center showed a slight difference of opinion depending on the way children are cared for.

Mothers in institution that hires baby sitters to take care of children said that they are happy but that they are concerned that the baby sitters sometimes become busy and stressed on the need of more baby sitters who can work in shifts or other arrangement.

*I'm happy about this center but the one concern I have is that the nanny here is really busy because she take cares of all this children and she gets tired. I think she needs help and we have asked for additional baby sitters. We are waiting for their reponse.***MO04**

Mothers in the other private organization where the mothers themselves care for the children showed less concern about the way their children are cared for. They said that they are happy that their children are cared for by mothers who have their own kids in the center. They also

explained that they feel happy because they get to spend one day per week with their child.

*I feel lucky that I get to spend the whole day with my baby I care for all of the children as my own. I think this setting works for the children and us the mothers pretty well. MO02*

### **5.1.3.3 Subtheme three- view towards working environment**

Mothers who have neither onsite childcare center nor six months maternity leave discussed their idea on contradiction of the recommendation of breastfeeding and the current maternity leave they are given.

Participants expressed their confusion of how a mother is supposed to follow the recommendation of breastfeeding and they also expressed their feeling towards the leave as being unfair which should be improved.

*A mother with a baby girl who works in institution with none of the accommodations said*

*We are advised that a child should be breastfed up to 6 months or else the child will get hurt but how are we supposed to do that when on the other hand they are telling us to get back to work only after 3months. MN02*

*A mother with a baby boy who works in institution with none of the accommodations said*

*What I think is that currently we see and hear in different medias that a mother should breastfeed until six months exclusively but how is an employed women supposed to do that? So I think there should be an amendment on the current maternity leave. MN05*

*I would be happy if the maternity leave is corrected because with this proclamation a mother gets back to work when her baby is two months old and she'll use her annual leave if she has any but if she doesn't have that she stays home a whole month before giving birth so she breastfeeds for only 2 months despite the six months recommendation. MN05*

*A mother with a baby boy who works in institution with none of the accommodations said*

*The thing is that everywhere we go we are told to breastfeed for six months but the leave we are given is three months, no wait what they put is for us to use two months post birth*

*which is not fair and something that doesn't go together with the advice we get.***MN08**

*These days we hear a lot about breastfeeding and how important it is and we also hear how it is mandatory to empower women but besides the propaganda we haven't seen anything in action even with the maternity leave so we want these things to happen in reality.* **MN08**

The other issue raised is the concern mothers have related with the implementation of the three months maternity leave which is classified as prenatal maternity leave of one month duration and postnatal maternity leave of two months duration. Mothers are concerned about the fact that it is not flexible even if the mother stays on her job until birth except for some conditions where the employer agrees to postpone it.

*A mother with a baby girl who works in institution that has none of the accommodations said*

*I have question on this prenatal and postnatal leave in this organization and in all the others. There is a protocol that states that a mother should take one month leave before birth, of course it is true that she will be at risk after the 8th month but for women who can work until birth it is wasting their leave without use. For instance I have a friend who lost her one month leave because she was told to get back to her job after 2 months of maternity leave though she took her leave after birth.***MN04**

*A mother with a baby boy who works in institution with none of the accommodations said*

*I even got the three months because I agreed with my boss but when you see the situation here whether you use the 1 month prenatal leave or not you are left with only two months of post natal maternity leave. So when you think of it three months is not enough to breastfeed let alone two months.* **MN05**

*There needs to be the willingness of the organization to take all of the leave after birth but if we are told to go accordingly then it's an obligation but if they agree then it is fine and it would motivate female employees too.***MN05**

*A mother with a baby boy who works in institution with none of the accommodations said*

*I was given two months of maternity leave after birth. I had one month leave I didn't use before pregnancy but it was not possible to postpone it after birth which made me stop working for some time.***MN07**

Mothers pointed out both positive and negative sides to the two accommodations, onsite childcare center and six months maternity leave, and they emphasized the use of one over the other for different reasons.

Mothers described their support to having an onsite childcare center because it decreases the fear of having no one to take care of child, brings sense of security, better child care, breastfeeding and mental satisfaction.

*A mother with a baby girl who works in institution with none of the accommodations said*

*I support the idea of onsite child care center. I mean I don't know if my husband's mother is going to stay for long or not and that's why his mother always tells me to have a baby again while she still has the strength to care of a baby. And if his mother wasn't here I would not be able to come back to work I would have to wait until my baby gets in to school so I would be happy about the child care center idea.* **MN01**

*A mother with a baby boy who works in institution with none of the accommodations said*

*When there is a child care center your child will come to work with you so you will not be stressed and you can breastfeed your baby frequently with two hour interval and both your job and child will be benefited and the mother will also be healthy and refreshed so I say it is an excellent idea.***MN08**

Mothers who have access to onsite childcare center talked about how the presence of the center helped them breastfeed and take care of their child better. They said that the center helps them to breastfeed better, caused them no stress and makes them happy. They also discussed about their children being confident, active and healthier than before and the fact that they would not continue breastfeeding if it wasn't for the center.

*A mother with a baby girl who works in institution that has onsite childcare center said*

*This center has allowed me to check on my child and breastfeed him well in a timely manner and when I think of what I could have done without this center I find it hard to*

*imagine. Unless I stop working at all, to say that I would continue breastfeeding is just unrealistic. I mean, how could I with my baby at home? I'm very happy that we have this center and it is one of the reasons I gave birth. this is an opportunity that I will not get anywhere else so I thought that I should use the opportunity. But I don't know what I could've done if we didn't have this center here. I feel very lucky.***MO01**

*A mother who works in institution with none of the accommodations who has a baby boy said*

*I didn't stress about coming back to work that much because this organization has done a big thing for me by building this center and I don't think other mothers will be stressed too. I think I breastfeed my child here better than home because I don't have to go here and there I just come here in time to breastfeed him and I even think that the presence of this center increases the tendency of giving birth and increases the bond and love of a mother and child.***MO02**

*A mother with a baby boy who works in institution with none of the accommodations said*

*My child used to be shy but now she is not afraid of people she wants to play with every one she is confident and it is peaceful here. There is no electricity that could hurt them and even if they want to get out of the room it is comfortable and not dangerous as you can see.* **MO03**

*I brought my baby to this center a little late and I used to be worried very much because she used to get sick from time to time but after I brought her she is healthier, she has a better growth and she has started walking now. If I had known I would have brought her earlier and she would have grown even faster than this. so I'm really happy about this center and she has also started breastfeeding better than before.***MO03**

Mothers raised concerns about onsite childcare center with regard to mother's working environment, child care and the hustle mothers might encounter when bringing babies to the center and probable loss of focus on job.

The ideas of trouble of bringing child to work, loss of focus because of child being close by, risk of children sharing diseases and issue of health workers with regard to the risk of their work environment are majorly emphasized on.

*A mother with a baby girl in institution that has none of the accommodations said*

*Bringing my child from home to my bureau is a big problem. I'm afraid of bringing my baby even once a month let alone every day. For example today my baby is feeling ill but I'd rather take her to clinic near my home than bring her here because there might be a lot of suffocation on my way here in a taxi or other transports and she might get sick of a draft plus this is a health facility so I don't think it is a good idea to bring children here. Due to reasons like this I don't see it as a practical option so the better option is six months maternity leave. MN02*

*A mother with a baby girl who works in institution with none of the accommodations said*

*In my opinion I don't think the onsite childcare center is that good especially for health professionals because of their job. For example I work in emergency room and I see patients who are bleeding, unconscious or asthmatic and when I leave to watch my baby some one's life will be at risk so I think it would be better if the six months maternity leave gets implemented. MN06*

*A mother with a baby boy who works in institution with none of the accommodations said*

*In my opinion child care center has a lot of hustle. You have to bring your baby in the morning and return in the evening it is a lot of work because you might come from far which is tiring both for the mother and child. I think the mother won't give a 100% to her job because everyone gives priority to their child. So I'm more inclined to the six months maternity leave. MN07*

*A mother with a baby boy who works in institution that offers six months maternity leave said*

*The center might not have the standard of cleanness needed for children and since there are many children in their they will have a good chance of sharing different communicable diseases and the mother won't have much rest going back and forth. So I don't think onsite childcare center is a good idea at all I think it will cause the kids more diseases. MS05*

The other topic of discussion was six months maternity leave and in here also mothers supported and rejected it because of different reasons.

Except for those mothers who have access to onsite childcare center almost all Mothers supported the six months maternity leave mainly because they believe that it allows for a better breastfeeding practice, brings more stability to the mother, and facilitates better child care.

*A mother with a baby girl who works in institution with none of the accommodations said*

*Because I had only three months leave I gave my child formula milk at 3 months and that is not advised by doctors. So giving us the six months leave would mean putting the advice of six months exclusive breastfeeding directly to work.***MN02**

*A mother with a baby boy who works in institution with none of the accommodations said*

*The six months maternity leave is better because we'll be able to breastfeed our baby and not worry when we come back to work. And we will be well put together for our job so this one is really good.***MN03**

*A mother with a baby girl who works in institution with none of the accommodations said*

*What I want to say is that when we talk about maternity leave it should be known that it's not for our enjoyment but for the sake of our children. Six months maternity leave will let us take care of our child and arrange when and what he will start as a complementary and differentiate what he will eat and not. And also we can train the person that is going to take care of our baby well so I think it's better because the job gets done and the baby becomes healthy.***MN06**

*A mother with a baby boy who works in institution with none of the accommodations said*

*If a mother can stay home for six months she can start other foods for her child and be happy and focused so I'm more inclined to the six months maternity leave.***MN07**

Mothers who work in an organization that offers a six months maternity leave expressed their positive experience towards the leave with regard to better breastfeeding habit, feeling refreshed, lucky and happy. They also expressed that their children are happier and attentive.

*A mother with a baby girl who works in institution that offers six months maternity leave said*

*Wow it is very good. It helped me breastfeed as the doctors recommended and my love for*

*my child has increased because of that. I used to dedicate all my time to take care of her and breastfeed her so it is very good. And she has become a little more mature because I came back to work at six months and she started eating food so it is very good and I feel lucky when I see how my friends struggle .It is more like I was refreshed and happier when I got back to work and I am working even better not less. **MS01***

*A mother with a baby girl who works in institution with none of the accommodations said*

*Are you kidding? How could I have continued breastfeeding her if it wasn't for this leave. If I didn't have this leave I would have given her other foods early and she would not have been this happy and attentive.**MS04***

Related to longer maternity leave concerns raised by mothers are the probability of decrement of female employment because of the effect it might have on organization and fear of what happens after the leave ends. But there have been no such occurrence according to mothers with six months maternity leave.

*A mother with a baby boy who works in institution with none of the accommodations said*

*Well organizations might not benefit much from this so what will happen is that organizations won't hire women or employment will decrease. Six months is hard when you see it from the business point so I think the number of women will decrease. Organizations that hire women will decrease.**MN05***

*A mother with a baby boy who works in institution with none of the accommodations said*

*But the disadvantage for the mother is that she won't be able to share different information that would help her in her career plus she won't be thinking of herself that much because she will be occupied with her baby. So I think the maternity leave should be longer but should be in the right length of time not too long, not too short.**MN08***

*A mother with a baby boy who works in institution that has onsite childcare center said*

*Our job is permanent and with the six months we can only stay home with our children for that limited time and then leave them with a maid at home and they might not be well taken care of and there are lots of things that could happen to the children like falling*

*down and getting hurt so we will still be worried about what would happen then. MO03*

#### **5.1.4 Theme three- coping mechanisms**

This theme focuses on the coping mechanism mothers used to breastfeed better and their idea of where the final solution should come from.

##### **5.1.4.1 Sub theme one- solutions used by mothers.**

Almost all mothers with no accommodation described the use of annual leave to stay longer and take care of their children better. Some mothers also described the use of spare times at work to breastfeed and stressed on the fact that three months is not enough.

*A mother with a baby girl who works in institution with none of the accommodations said*

*I used to go home around four in the morning, at lunch and sometimes around 9 in the afternoon when I have an opening then return to work after breastfeeding. And because I used one months of my annual leave I came in after four months. MN04*

*A mother with a baby girl who works in institution with none of the accommodations said*

*Well after I used my maternity leave I used the annual leave I had because there is nothing one wouldn't do for a child and after that I was given sick leave for about six weeks and all those added up and became six months. so I breastfed my baby for six months and got back to work. MN06*

*A mother with a baby boy who works in institution with none of the accommodations said*

*I knew if I came in to work at three months I would not have been able to work effectively or breastfeed my child properly so I had to use the entire annual leave I had to stay longer. You know people don't really have to be a woman to feel our pain everybody should understand that the three months is not enough by any measure. MN08*

##### **5.1.4.2 Subtheme two- lasting solution.**

And finally mothers emphasized on the fact that change should come from the government and that they believe individual organizations would not bring that much difference alone.

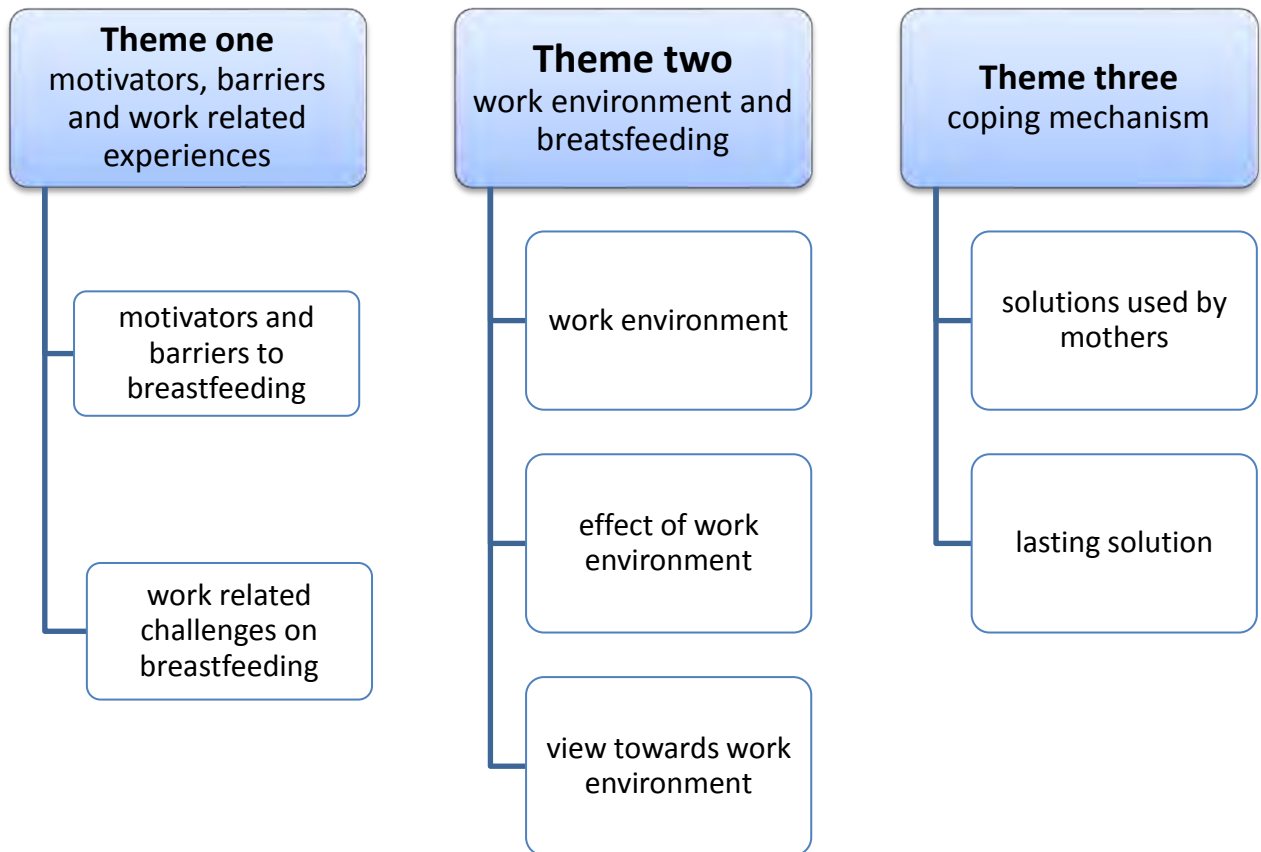
*A mother with a baby girl who works in institution with none of the accommodations said*

*Change should come nationally or else organizations and bureaus won't allow it and this would not be practical. MN06*

*A mother with a baby girl who works in institution with none of the accommodations said  
What I want to say is that I don't think change would come from individual institutes so  
the government should push and implement better laws. That's what I think would  
work. MN04*

## Summary

- One of the barriers of breastfeeding explained by mothers is getting back to work.
- Challenges related to breastfeeding continuation after getting back to work are more intensely expressed by mothers with none of the two accommodations.
- Even though feeling stressed is discussed by mothers with one of the two accommodations they all explained that the challenge got better because of having these accommodations.
- Support from boss is explained as a factor that increases breastfeeding by all mothers.
- Mothers who have access to onsite childcare center discussed that the childcare center, breastfeeding break they have and supportive boss as factors for a better breastfeeding.
- Mothers who have six months maternity leave expressed their maternity leave, additional annual leave and supportive boss as factors for a better breastfeeding.
- Mothers with none of the accommodations explained being treated differently from other mothers after coming back to work.
- Mothers with none of the accommodations expressed the use of formula milk early on because of returning to work.
- Mothers with one of the accommodations expressed better breastfeeding practice, stability, better child care and child being active, happy and attentive.
- Mothers with none of the accommodations are more inclined to six months maternity leave.
- Mothers used their annual leave before returning to work except for those who couldn't.



**Fig 2 .Theme presentation of results of mothers’ interview, Addis Ababa, Ethiopia, 2017.**

## **5.2 Results of employers**

### **5.2.1 Demographic characteristics of employers.**

As shown in table2 the employers involved in this study are three males and seven female employers and all employers came from a range of positions that makes them responsible on issues of mothers and accommodations given.

The employers work in governmental, private, nongovernmental organizations and stakeholder bureaus.

Three of the employers came from organizations that offer onsite childcare center and one employer came from an organization that offers six months maternity leave. The other six employers came from organizations that have none of the two accommodations including three of them from stakeholder bureaus.

**Table 2- Demographic characteristics of Employers, Addis Ababa, Ethiopia, 2017.**

<b>Employers</b>				
<b>No</b>	<b>Code</b>	<b>Sex</b>	<b>Occupation</b>	<b>Organization</b>
1	EN01	Female	Human resource coordinator	Governmental Health institution
2	EN02	Male	Human resource coordinator	Private insurance company
3	EN03	Male	Health department head	Governmental education institute
4	EO01	Female	Women's affair officer	State enterprise (factory)
5	EO02	Female	Daycare officer	Private technology group
6	EO03	Female	Manpower corporate director	Private technology group
7	ES01	Male	Health and nutrition department coordinator	International NGO
8	Esh01	Female	Child support & inspection director	Bureau of Women's and youth affair
9	Esh02	Female	Women's affair bureau director	Bureau of Women's and youth affair
10	Esh03	Female	MCH and nutrition department coordinator	Ministry of health

**EN-** Employers in institution that has neither onsite child care center nor six months maternity leave.

**EO-** Employers in institution that has onsite childcare center.

**ES-** Employers in institution that gives six months maternity leave.

**Esh-** Employers in stakeholder bureau.

Analysis of the data of interviews of employers and stakeholders presented with four themes

- i) Employers' knowledge on breastfeeding and experience on breastfeeding related issues.
- ii) Understanding of mother friendly work environment and its effect.
- iii) Experience and perception on six months maternity leave and onsite childcare center,
- iv) Perception and experience of how to bring change.

## **5.2.2 Theme one- Employers' knowledge on breastfeeding and experience on breastfeeding related issues**

On this theme, issues of knowledge about breastfeeding, ideas revolving around the acceptance, implementation and view on the current national maternity leave and the different kinds of solutions used to cope with problems of this leave are raised.

### **5.2.2.1 Sub theme one- knowledge of employers on breastfeeding.**

This interview showed that almost all the employers have correct knowledge on the duration of breastfeeding and they have given good emphasis on the importance or advantage of breastfeeding and the fact that it would not have been publicized this much if it wasn't for its importance.

Employers expressed the need to breastfeed exclusively for six months and then continue to two years with complementary food except for one employer who believe that though mothers have breastfed for two to three years in the past it is fine if mothers breastfeed up to one year considering the current living situation.

*A female employer from institution that has none of the accommodations said*

*If you are asking me what I think of the duration, I say until the baby starts to walk or stand on his own and eats food well which is about a year old. There are mothers in the past who breastfed their children up to 2-3 years, I don't think it hurts the baby if that can be done but with the current living situation of our society I think it's good if an employed mother breastfeeds her baby only in the morning and night until her breast stops having milk generally for at least one year. EN01*

Health benefits like preventing infectious disease, psychosocial benefit of increasing bond and love between mother and child and its economic benefit of being readily made with no need of additional expense are the major breastfeeding benefits expressed by employers.

*A male employer from NGO that offer six months maternity leave said*

*Children should be breastfed up to two years with six months exclusive breastfeeding because it has many advantages. It has health benefit, psychosocial benefit and economic benefit.*

*Breast milk is readily made which doesn't need any out of pocket expense and the baby*

*gets immunoglobulin from colostrums and the bond with the mother increases and also it avoids many infectious diseases. ES01*

Employers also discussed about the disadvantage of not breastfeeding which include negative effect on development and growth of children and negative effect on satisfaction of mothers.

*Employers from organization that offers none of the accommodations said*

*The child may be stunted. And for the mother, I think by not breastfeeding she will lose the mental satisfaction she could have. EN01*

*The baby should get only breast milk until six months and apart from serving as food there will be emotional attachment with the mother. It has psychological impact, there is something called libido in psychology and it's only if breastfeeding stimulates and satisfies that organ/part that the baby can advance to the next level of development or else he/she will be fixated. EN02*

#### **5.2.2.2 Subtheme two- Acceptance of current national standard maternity leave by employees according to employers.**

Regarding the acceptance of the current national law of maternity leave, which is three months, participants expressed that employees are not particularly in favor because it doesn't consider actual living situation.

*Employers from organization that offers none of the accommodations said*

*This law doesn't have that much of acceptance in a sense that people don't appreciate it because it doesn't consider the living situation. EN01*

*Well mothers usually complain that it is really short because it doesn't consider the stress they have been in for nine months and look for different ways to compensate it's shortness. So generally employees are not happy about it. EN03*

Employers said that despite their negative feeling on this law mothers usually don't say much because they can't do anything about it except for some occasions like when they get angered because of the degree of stress on them.

*Employers from organization that offers none of the accommodations said*

*Well they don't say much about it because most of them know about it early on. and the new ones don't really appreciate it but they don't say much to us I think it is because they think they can do nothing about it. EN02*

*When we let them know about this law they bring out their anger on us but we try to tell them from what angle we do things and convince them. But the messages and anger that should've been on other parties come to us. That's what happens because of the degree of problem they face. EN01*

### **5.2.2.3 Subtheme three- view on the effect of three months maternity leave**

In this subtheme employers have talked about their experience and their views about three months maternity leave. One of the ideas raised is the fact that it is not balanced with work load which hurts mothers' readiness for work and also the fact that it contradicts with the recommendation of six months exclusive breastfeeding.

*A female employer from organization that has none of the two accommodations said*

*And the readiness and feelings of work is also lesser among the workers when they come back from taking a leave I fear this is because the leave they take is not balanced with the work load they have and I think this has effect on the workers. EN01*

*A female employer from an organization that has onsite childcare center said*

*Especially these days, it is emphasized that a child should be breastfed for six months but how can this happen with the three months leave. It is something that should be focused on. EO01*

*A female employer from a stakeholder bureau with none of the accommodations said*

*there is a three months leave which is on the rule of law of our country that is given during birth but on the other hand what the government supports is exclusive breastfeeding up to six months with nothing additional so the two things are contrary because the leave given is three months where as your baby is supposed to breastfeed until six months. Esh01*

Employers also raised the impact of this law showing that mothers are restless, tired and stressed after coming back from leave which indirectly affects their job and explained that mothers come back in this short time just because they don't have other option.

*A male employer from an organization that has none of the accommodations said*

*I've worked in many different places but I've never seen any mother who has come back in just two months after birth and started working and even if she comes she'll be restless because she stays awake breastfeeding and she becomes tired when coming to work so I think a one or two months addition is important. This is what I have to say. EN02*

*one thing I've seen clearly is that the mothers come to work after two months just because they don't have much choice and even after they come here they are restless they call home every few minutes and they get stressed and they won't be able to focus on their job for long time and their babies get sick so absenteeism increases and they also get hurt because they don't get enough sleep and there will be some gaps on their job so it brings a great problem. EN02*

#### **5.2.2.4 Subtheme four- maternity leave implementation**

Difference of the three months maternity leave implementation is seen from one organization to another.

All participants explained that the three months leave has two sections, prenatal leave of one month duration and postnatal leave of two months duration.

Most of the employers said that it cannot be amended in any way even If the mother gave birth before taking any of her maternity leave. However, there were two respondents who argued otherwise saying that a mother can take the whole three months maternity leave after birth if she wants to.

*Employers from an organization that has onsite childcare center said*

*According to the current proclamation maternity leave is one month before and two months after birth and even if the mother doesn't take the prenatal one month she'll still have two months after birth. The law doesn't allow the whole there months to be taken after because it'll cause irregularities of some are given two months and others three*

months. **EN02**

*There is a standard that is in place which is differentiated as antenatal and postnatal maternity leave. If a women is pregnant and wants to take her prenatal maternity leave we give her 30 days and then continues postnatal maternity leave which makes it 90 days in total with the mother's choice. But usually we just give the 90 days postnatal.***EN01**

*A female employer from an organization that has onsite childcare center said*

*I don't think the two months leave is enough because one month is prenatal leave. In our organization we have civil workers and the maternity leave is three months same as any other organization with one month before birth and two months after birth.***EO01**

Employers explained that even if mothers stay at work until birth neglecting the health risk they might encounter they cannot get their leave to be postponed.

*A female employer from stakeholder bureau that offers none of the two accommodations said*

*With the three months maternity leave sometimes a woman might give birth before taking the prenatal one month maternity leave because of not knowing their due date or to postpone their maternity leave to three months after birth by neglecting the health impacts she might encounter but what happens is since the law doesn't put the prenatal to be postponed the woman will only have two months after birth.* **Esh02**

#### **5.2.2.5 Subtheme five- solutions used to extend maternity leave.**

According to the employers, mothers use annual leave to extend their maternity leave and the trend of unofficial leave or break with agreement of boss is there which is done to help mothers with the difficulties they face like painful breast and leaking of breast milk.

*A female employer from an organization that has none of the accommodations said*

*Because of problems like painful breast and having no one to take care of child, I try to help them by arranging something with internal agreement which is not official. There are also mothers coming in late and going out early currently so this is how we try to solve problem this way.***EN01**

*A female employer from stakeholder bureau with none of the accommodations said*

*Most women who have the understanding that they should breastfeed up to six months try to create a good relation with their bosses and take breaks which are not official but this situation has to change and the women should not get in to this trouble. Esh01*

The other issue respondents raised is another way that mothers try to cope with their problem which is leave without payment.

Mothers ask for this leave when they have difficult situations and employers said that this kind of leave is granted according to the specific case the mothers have. Employers also explained the fact that this type of leave is generally not encouraged to prevent it from becoming a trend.

*Employers from an organization that offer none of the accommodations said*

*Few mothers might not return to work after using their annual leave due to special cases like their child having a health problem. And according to the problem the mothers are given leave without payment for one month or so. But the thing is we don't encourage this practice because if it becomes a trend every mother would want to take that and might assume it as a right. EN02*

*Most mothers use annual leave to stay longer and after coming back to work some mothers might get other arrangements with agreement with the boss in their respective department but this depends on their boss. And sometimes mothers request for leave without payment when they have difficult situation with their children and we try to help them by looking at their case. EN03*

### **5.2.3 Theme two- understanding of mother friendly work environment and its effect.**

Participants have expressed their understanding of what mother friendly work environment is in a more or less similar way and they have also expressed what the effect of making this available can be which is presented below.

#### **5.2.3.1 Subtheme one- meaning of mother friendly work environment.**

The employers understand the term mother friendly environment as being an environment that accommodates her needs as a woman and a mother there by giving time to her child in addition to the actual work. And they also said it should include an understanding staff and situations that

are fitting to mother hood.

*A male employer from an organization that has onsite childcare center said*

*It starts from the people a women works with her colleagues, her boss and everyone around her. There should be understanding, positive responses and help which is suitable for motherhood and people around her should try to understand the problems she faces as a women and a mother. It is a known fact that the biggest challenge for a woman is being a mother so her work environment should be organized as to accommodate her needs like a day care center where she can raise her child without problem. **EO01***

*A female employer from an organization that offer none of the accommodations said*

*The first thing is that the environment should give time to children in addition to the work. Secondly I think there should be a waiting place for children who are not old enough to get in to school and also a special health treatment for them similar to our facility. I think a place where mothers can keep an eye on their children is important. **EN01***

Employers also described that the environment should be beneficial to her in every way and should fulfill her basic needs where she faces no problem because of pregnancy, being a women or a mother.

*A female employer from a stakeholder bureau with none of the accommodations said*

*When we come to employment the idea of creating women friendly work environment should start from her office, from simple things like the chair she is sitting on and since she spends most of her time in her office the environment should be comfortable. Bosses should be able to create favorable conditions by fulfilling resources which shouldn't necessarily be luxurious but enough to keep the women healthy .Generally should be an environment that makes mothers politically, socially and economically benefited. **Esh02***

*A female employer from an organization that offers onsite childcare center said*

*A friendly environment should essentially be a place where there is no constrains she faces because she is a women or a mother. **EO01***

*A female employer from a stakeholder bureau that has none of the accommodations said*

*This means facilitating every vital thing for women during pregnancy and breastfeeding like building a friendly place for mothers to breastfeed at work and making it functional.*

**Esh03**

### **5.2.3.2 Subtheme two- Effect of mother friendly work environment.**

Participants explained that creating a friendly work environment for mothers means in one way or another helping everyone else around her.

*Employers from an organization with none of the accommodations said*

*A health mother can raise a healthy child so we need to push this through because this is not an issue to be forgotten. EN01*

*Support is a must because if children are fed well and raised close to their mother we can see the result clearly specially because many psychological changes occur in the early stage of life. so huge change can occur. EN02*

*I myself have sisters and in my opinion when one women has a job the impact is higher than a man because they help out their family and people around them so when you hire a women you know that you probably are helping other people by default.*

*The other thing is she'll have a better capacity and accordingly she can raise her child better with more supplies. EN02*

*A female employer from an organization with none of the accommodations said*

*When thinking of a mother I think of her children, her husband, her sisters and her family because I know from my own experience that mothers are naturally programmed to help everyone around and prioritize her family so creating this kind of comfortable environment means helping everyone around her indirectly. E003*

Employers also emphasized on the fact that a friendly environment ensures mental satisfaction of women employees which makes them effective, stable and motivated and decreases absenteeism which in turn helps the organization.

*Employers from an organization with none of the accommodations said*

*And when a facility pays more attention to the workers the job will be done effectively but if not mothers won't be able to concentrate on their job and the organizations will be disadvantaged in turn. **EN01***

*Creating a comfortable environment for mothers means creating a productive, stable employee. Mothers encounter different problems on children because lack of enough care and that can be prevented by having a system that supports women and so that means absenteeism decreases too. **EN03***

*Female employers from a stakeholder bureau with none of the accommodations said*

*It would be good if the government focuses on the issue specially to increase women's motivation. **Esh01***

*When they come to a friendly work environment they get mental satisfaction and feel like a whole person and have something that belongs to one's self and rather than living a routine life they get new information, knowledge and build their skills which they can't get if they are not working. **Esh02***

*An environment that is women friendly also makes them more effective and develops the sense of serving the society which in turn improves the trust of the society on the government because of good service. **Esh02***

*If these things are fulfilled and women upgrade themselves in different aspects it indirectly means opening doors for others to be benefited because helping women means helping her family which becomes helping the society that finally comes to the level of country. So if all the above things are fulfilled a woman can concentrate on her job, save her time, perform her responsibilities and take care of her child the biggest personal responsibility. **Esh02***

*Generally helps mothers to be more effective on their job and to decrease absenteeism and also prevents diseases on children related with their feeding process so I think we can get success stories in the future.***Esh03**

Employers agreed on the fact that there are some specific work sectors that want a women's naturally given quality of nurturing and sincerity in some specific ways.

*A male employer from an organization with none of the accommodations said*

*Creating a friendly environment means securing a good business because in this service industry that we are in a "soft culture" of nurturing and caring for customers is required which women are way better at than men are and when the competition gets tough customers choose where to go because of this quality so female employees are very important for us .***EN02**

*A female employer from a stakeholder bureau with none of the accommodations said*

*Generally if all this things are fulfilled women are more productive than men especially on positions that are said to demand more discipline like financial sectors. Our bureau works on issues related to anti corruption with different settings and reports show that majority of women are free from this.***SH02**

#### **5.2.4 Theme three- experience and perception on six months maternity leave and onsite childcare center.**

Participants have shown their support and also expressed their concern on the two main ideas presented as options to create a mother friendly environment, six months maternity leave and onsite childcare center, and although employers expressed their support to both of the interventions there are also some concerns they pointed out as needing focus which are discussed below.

##### **5.2.4.1 Subtheme one- view on onsite childcare center.**

Onsite childcare center is discussed as one of the options to solve problems an employed woman faces as a mother. Participants discussed that presence of an onsite childcare center ensures women productivity, happiness at work and stability.

*A male employer from an organization that has none of the accommodations said*

*When onsite childcare center is accessible mothers can do their job properly and become stable.***EN02**

*Female employers from a stakeholder bureau with none of the accommodations said*

*It's very effective. The reason I say this is first jobs get done well second children don't get hurt.***Esh01**

*The day care should be built and help women to be stable at their jobs and be able to work properly with no frustration about their child.* **Esh02**

Employers also explained that children tend to be more active and engaged when they stay in a center and that breastfeeding, childcare and general child nutrition system becomes better.

*The children are active and programmed because here they eat, sleep and play with a program and they are confident and all this is because they stay in this daycare. and children won't have difficulty adjusting when they get in to school because the environment here lets them exercise different things they spell out letters because they are all over the room and mothers teach them when they have time. The kids even start eating with their own hands early on so they won't have a problem at home.* **EO02**

*An onsite child care center has a great impact on having a proper nutrition system for children.* **SH03**

Participants explained the fact that mothers would not need to quit their jobs to raise their child if this center is accessible, which is what happens in most cases.

*A female employer from an organization that has none of the accommodations said*

*The presence of the day care center will ease so many problems and mothers will not stay at home until their children get old and start school if this is available at their work places they would not quit their jobs.***EN01**

*A female employer from an organization that has onsite childcare center said*

*By having this center we are able to increase sense of belongingness by the employee and feeling of being in family here and we are able to avoid one of the major reason for women employee turnover.***EO03**

There are some concerns presented by employers concerning an onsite childcare center which mainly are the difficulty it poses for organization regarding space and other costs related like hiring a baby sitter and fulfilling necessary facilities for the center. But despite these issues employers emphasized that the benefit outweighs the cost.

*Employers from an organization that has none of the accommodations said*

*As a facility what is thought as the cost of having an onsite child care center includes the space it takes and the cost of making the center neat and fulfilling all the important things to make it safe and comfortable for the children plus these children need come one to care for them and the facility should pay for that so these are the costs for the facility. Because it has more of expenses facilities don't pay much attention to it.***EN01**

*Of course it will add cost on the organization because it needs more man power and space but in my opinion the benefit it has is way more than the cost so it is a matter of weighing.***EN03**

The other thing mentioned is the inconvenience of this for women coming from far and the issue of quality and consistency in the long run.

*Female employers from stakeholder bureau that has none of the accommodations said*

*we tried to work in industrial sites found around Koye Feche where there are a lot of mothers in the past but we failed because the problem was that mothers working there come from far places using different transports and they go back home in the evening the same way. After working there for a longer time the response we got from the mothers was that it is hard for them to bring their babies.***Esh01**

*We should insure that this place for children and mothers is permanent. The most common challenges are lack of space to build this center and making the service continuous with quality.***Esh03**

Participants also explained that increment of female employee number might put extra pressure to the organization but it still has more advantage.

*Female employers from an organization that has onsite childcare center said*

*Well it might bring some changes like we might need to hire more baby sitters and we might need to expand the day care space and we also might need to do the work in a better organization and with more man power because there will be much more children than we have now. But when you weigh the benefit and the disadvantage the benefit outweighs. **EO01***

*It would bring a difference by giving more assignment for the management. Now we have tested it here and it is effective and people are happy with it so we have planned to build this in every company of ours and we have learned that the benefit outweighs its harm. **EO03***

One of the challenges mentioned by employers in institution that has onsite childcare center is the difficulty of getting the mothers used to a programmed breastfeeding and programmed care for children.

*An employer from a private organization said*

*One problem we faced was getting the mothers to breastfeed in the setout schedule. Because the mothers come just after finishing their leave and they breastfed whenever they wanted. **EO01***

#### **5.2.4.2 Subtheme two- view on six months maternity leave**

The other discussed issue here is six months maternity leave and the related positive effect that it has and also the different concerns employers have regarding this issue.

Related with six months maternity leave employers discussed the contribution of six months maternity leave in a sense that it increases productivity, focus on job and better breastfeeding trend which makes it essential for early child development and mother to child bond.

*Employers from an organization that has none of the accommodations said*

*If a woman comes back to work after six months maternity leave she'll come after taking*

*care of major problems that she might face and she'll be stable at work so I think the facility will benefit from this.***EN01**

*Because workers see that they are being supported they come back to work with a good motivation. I even think they will be more productive because of this and mothers wouldn't need to use their annual leave after the six months maternity leave and will be focused on their work. So I say the advantage is for the government and the facility.***EN01**

*We have to especially promote this because the first 1000 days is a window opportunity where a child's life time intelligence, performance and everything is decided on. It would also have an economic and social benefit for our country too and families would be psychologically satisfied and would reduce the stress on life.***EN02**

*A male employer from an organization that offers six months maternity leave said*

*I think the six months is important for mother to child bond and because early childhood development starts at that time staying home is better for both.***ES01**

*A female employer from a stakeholder bureau with none of the accommodations said*

*It is something that should be worked on more and it has a great impact on having a proper nutrition system for children.***Esh03**

Participants also expressed that it has a great impact for mothers to rehabilitate especially for women working in job positions where a great deal of physical input is needed by relating it to one's own experience.

*A female employer from an organization that has onsite childcare center said*

*Well, according to me I prefer six months leave for the mothers because our organization is a factory and so mothers work on machines all day and it is hard because those mothers had been pregnant for nine months and lost a lot of blood plus they breastfeed.*

**EO01**

*A female employer from a stakeholder organization that has none of the accommodations said*

*Mothers also need to rehabilitate since they get pregnant for nine months and lose a lot of blood and face many other things related to pregnancy and birth. and if a mother is breastfeeding she needs to get nutritious foods and for that matter she should be able to get enough sleep, women who gave birth understand what I am saying.***Esh02**

The things raised as a concern by employers include the need and the difficulty of getting a replacement employee for the six months and the impact it has on the operation of the work.

*A female employer from an organization that has none of the accommodations said*

*I think the issue raised here is the need for a person that fills in her position when she is not around so there needs to be a consideration taken to make some arrangements like giving us a two person position for a single job then it will be safe whether you hire a woman or a man.* **EN01**

*Male employers from an organization that has none of the accommodations said*

*well I've worked for many years as a manager and what mostly appears as a problem is that a longer leave has an obvious impact on the operation because for example in this organization we have 40% female staff and we're planning to make it higher to 50% so this will have an impact on the operation of the organization. and there is a chance of one female employee using this leave 2,3 to 4 times and the impact is higher when it overlaps or when 5,10 or 15 female employees take that leave at the same time.* **EN02**

*It is hard to lose some one for a whole six months it causes a great gap on work it is hard.*  
**EN03**

The other issue is the uncertainty of what would happen once the mother finishes her leave.

*A female employer from an organization that has onsite childcare center said*

*If a women takes a six months leave she will be spending it at home and her children will be highly attached to his mother so how is the situation going to be after the six months is what we should worry about.***EO02**

*A male employer from an organization that offers six months maternity leave said*

*When a woman stays home for six months it has a clear impact on the job and it increases cost of the institution for sure and we have the most difficulty when hiring replacement or maternity cover jobs because we don't find willing professionals to be hired for only six months. ES01*

Another concern is related with difficulty of implementation because of less acceptance by private sectors and the probability of employer being inclined to not hiring women.

*A female employer from a stakeholder bureau with none of the accommodations said*

*The six months maternity leave would most probably cause different complains. For instance private sectors might not be willing to implement it and even if it is an obligation there will be a high chance of getting women out of the business indirectly using different reasons which could also happen in governmental organizations. Esh02*

*With regard to implementation six months maternity leave might be challenging for employers especially on private sectors that rely on presence of every man power to be profitable. Esh03*

## **5.2.5 Theme four- How to bring change.**

The last theme focuses on issues raised regarding participants view of where change should come from and their experience of works done to facilitate mother friendly work environment and challenges they encountered.

### **5.2.5.1 Subtheme one- change should come from whom, how and why?**

Most participants stressed that initiative should come from the government for change to come and that it should be given as an obligation to institutions together with resource and incentives for a better implementation.

*A male employer from an organization that has none of the accommodations said*

*What I think is that the government should take the initiatives because what is not stated today can't be found tomorrow. EN02*

*The initiative should come from the government because if it is given to individual*

*institutions it is going to be a matter of willingness.***EN02**

*For a better and overall implementation the initiative should come from the government first then than institutes.***EN03**

*Female employers form a stakeholder organization with none of the accommodations said*

*To make the friendly environment a reality tasks have to be given an obligation. If responsible stakeholders are involved in this we will be able to do a better job at creating favorable environment.* **Esh02**

*To motivate organizations support with money and other necessities like facilitating space for the center and supplying them with important things for the center like clean water, beds and other facilities and also giving supportive statements and recognizing organizations involved in this would be effective. Strategies like creating a system where organizations are responsible should be used. For instance making it mandatory for organizations with women employees to have mother friendly environment and evaluating what the performance of organization is at.* **Esh03**

Employers also discussed that time by itself calls for change and that everyone should understand that helping a mother means securing the future and that the burden of this challenge and solution can be well held off by organization than an individual.

*Employers from an organization with none of the accommodations said*

*A healthy mother can raise a healthy child so we need to push this through because this is not an issue to be forgotten.***EN01**

*I myself have sisters and in my opinion when one a woman has a job the impact is higher than a man because they help out their family and people around them so when you hire a woman you know that you probably are helping other people by default. And the other thing is she'll have a better capacity and accordingly she can raise her child better with more supplies. It is better if the burden is on organizations than on an individual.***EN02**

*Female employers from a stakeholder bureau with none of the accommodations said*

*We should work on women and children since children are our futures who need to be raised healthy and since women are the majority and productive. And now the time requires it by itself and as I have said it earlier women should be supported and they can do anything but the only thing they are not getting is access and the way our society reached here is an obstacle too.***Esh02**

*The major initiation for this is the first 1000 days window period the fact that a child should be exclusively breastfed for the first 180 days or six months has called for a better and harder work.***Esh03**

#### **5.2.5.2 Subtheme two- previous and current works done.**

Participants explained that the major challenge in the past was lack of effective implementation and the need of involvement of different stakeholders to make it a reality.

*Female employers from a stakeholder bureau with none of the accommodations said*

*Because the work is done together with different sectors by signing agreement documents that are not easy to get our bureau couldn't do much beyond speaking about women.***Esh02**

*The major problem for us is that after we get to the understanding of reaching on a common consensus with organizations we find nothing on implementation.***Esh02**

According to participants currently stakeholders are focused on creating an onsite childcare center.

*Female employers from a stakeholder bureau with none of the accommodations said*

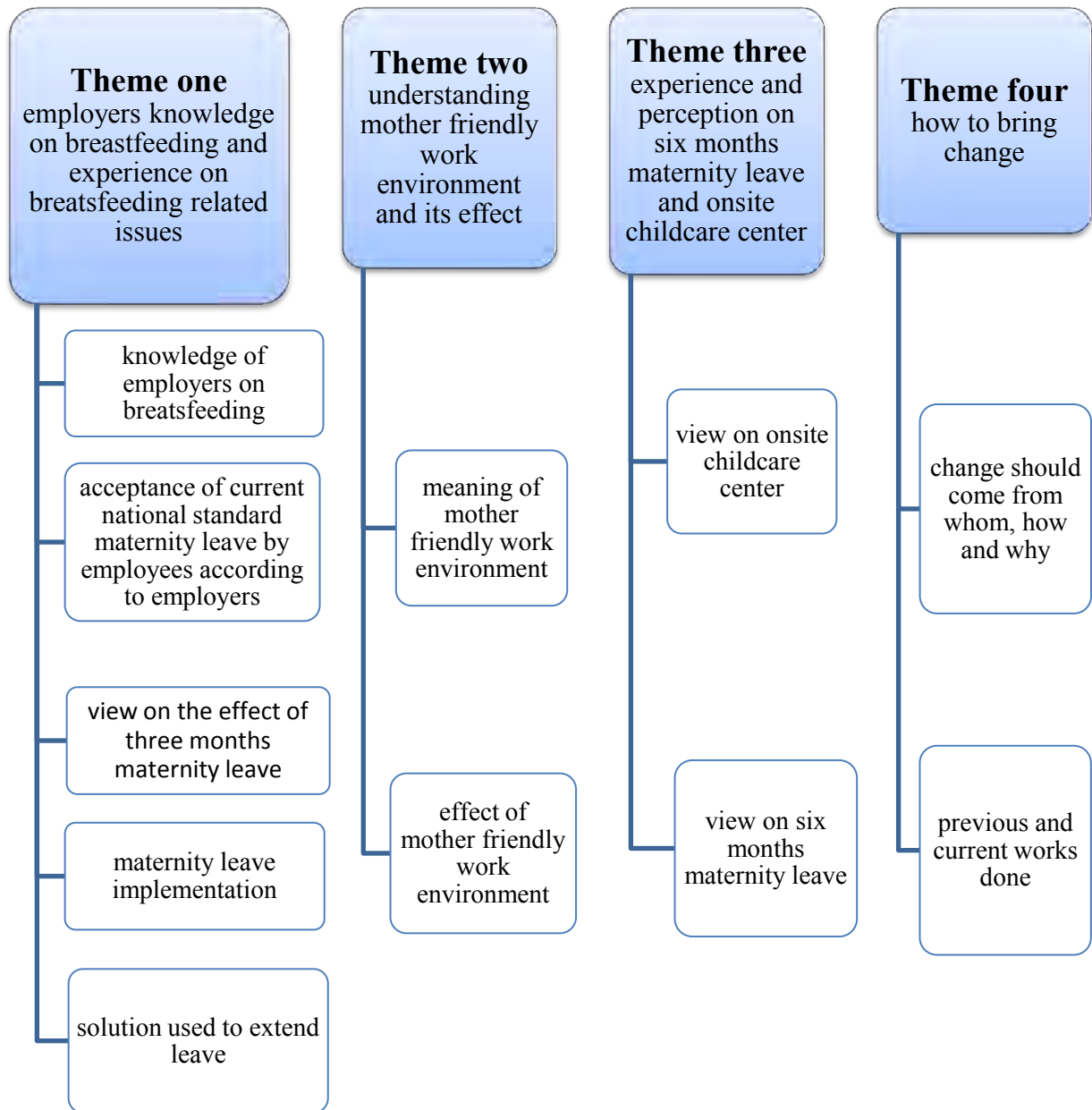
*What we are doing currently is building day care center in organizations for instance this year day care centers have been built in ten TVET colleges and recently we have opened three of them and we are also on the way to build a day care in here too.***Esh01**

*The MOH has started working on an initiative that is to facilitate a place at work where mothers can keep their baby like a daycare center and where they can breastfeed together*

*with different departments and stakeholders.* **Esh03**

### Summary

- Most employers have the right knowledge on the duration of breastfeeding.
- Employers explained that employees are not in favor of the three months law but despite that they say not much about it because they can't do anything.
- Employers discussed that mothers come back to work after just three months because they have no other choice.
- Employers said they don't believe that three months leave is enough.
- Difference of implementation of the three months leave is seen where two participants said it is flexible and the rest eight said otherwise.
- Participant explained the use of annual leave and unofficial leave by mothers where the unofficial leave depends on willingness of boss.
- Similar understanding of mother friendly environment is seen including understanding of mothers challenge and creating environment which benefits mothers.
- Onsite childcare center is discussed as one of the most focused on solution right now by employers in stakeholder bureaus.
- Employers in institutions that offer one of the accommodations expressed better breastfeeding, better productivity, focus on job and satisfaction of mothers.
- Employers agreed that having either of the accommodations is a need to a better breastfeeding despite the concerns they have on each.



**Fig 2. Theme presentation of results of employers' interview, Addis Ababa, Ethiopia, 2017.**

## 6. Discussions

In this study we tried to see the breastfeeding experience of employed mothers with regard to their work environment as well as the perception of employers towards the breastfeeding practice of the employed mothers.

Most mothers and employers in this study had the knowledge that children should breastfeed for two years with six months exclusive breastfeeding and they also stressed on the health, psychosocial and economic benefits.

Mothers with none of the accommodations expressed emotional and physical challenges of breastfeeding after returning to work more intensely than the mothers with either of the accommodations.

Most of these women expressed feeling frustrated, being unstable and feeling guilty because of taking the breast milk the child is supposed to be getting. which is in line with another study where mothers described feeling guilty and sinful for not breastfeeding and being cruel to their infants [41] which pushes the mothers to the point of wanting quitting their jobs that will have a negative impact on women empowerment.

Mothers with either of the accommodations explained ease of challenge because they get to breastfeed their child at the onsite childcare center or because of the longer leave which allowed them to stay longer at home that made their milk to be less in amount in time.

Again mothers and employers agreed on the need to have a friendly work environment for mothers and organizations too. They explained being more effective, satisfied and stable at work because of the presence of support. In addition to the above benefits children tend to be healthier which decreases absenteeism that in turn helps the organization. which is similarly expressed by another study showing that employers recognized that mothers miss less work when their children are healthy and that breastfed babies tend to be healthier than others [42].

Though mothers and employers agreed on the need of mother friendly work environment their preference of type of accommodation depends on their work condition and their perception of advantage and disadvantage of each accommodation.

Except for the mothers who have onsite childcare center all preferred to have six months maternity leave. This is mainly because of the difficulty that they would encounter when bringing their child to the center as a result of transportation hustle, the loss of focus mothers might have because child stays close by and that will tempt them to visit their child repeatedly

and the other reason is risk of disease sharing since the children stay together and finally because mothers in health facilities are worried about the risk of the environment they work in.

But despite the concerns, these challenges are not raised by mothers who are using this accommodation. The reason behind includes presence of transportation service for mothers which they can use as a coping mechanism for the transportation problem raised.

The problem of loss of focus is also not seen on mothers with this center and this could be because mothers are given specific schedules to visit their child which lessens the urge of the mothers to visit their babies frequently.

The problem of disease sharing is not raised by mothers in these organization with onsite childcare center because the children and the care givers in these centers have medical checkup in a timely manner and the children are given an immediate medical assistance when and if any health problem occurs and a child that is sick stays home until he/she gets better.

Mothers with none of the accommodations also expressed their thought on the advantages and disadvantages of onsite childcare center and six months maternity leave. They expressed that they would be happy, stable and breastfeed as recommended. They said that onsite childcare center would allow better childcare, security of children, better breastfeeding and satisfaction which is parallel with that of another study where mothers said that it is impossible to breastfeed during shift work without daycare service showing the need of the center [41].

And concerns are also raised on how hard it would be to bring child to the center every day. This should be an area of focus since most mothers come from far and there is an obvious transportation hustle. Another concern is the risk of sharing diseases with other kids in the center since babies stay together and fear of loss of focus on job with baby being close by is also the other uncertainty raised. But these problems are not raised by mothers using onsite childcare center and the reason for this might be the provision of transportation service by the organization and presence of fixed schedule to breastfeed and see children in the center.

Concerns of mothers on six months maternity leave include probable decrement of female employee recruitment by organization that could happen because of impact on the operation of organization which is also expressed as a concern by an employer in this study. Additionally employers shared the risk of impact on operation of the organization especially if different mothers take this leave simultaneously. The other challenge is the difficulty of hiring a replacement employee and the cost related with it. This is especially expressed to be more

challenging on the highly professional positions because most professionals are not willing to be employed for only six months temporarily.

Finally both mothers and employers raised the question of what would happen after the end of six months leave, where the baby would stay and who will take care of him.

When we see the other major issue of maternity leave and its effect, mothers in this study with neither of the accommodations talked about the introduction of formula milk to their children as early as three or four months because of short leave and obligation to start work which hinders EBF. Similarly a study done on nurse mothers showed that all participants have started weaning diet at four months because they had to leave their babies while returning to work [43]

Mothers working in health facilities expressed their concern on the onsite childcare center with regard to risky environment they work in. Similarly another study showed that mothers working in hospital felt that bringing babies in the unit is too risky because wards are not safe for babies [43].

Mothers with either of the accommodations expressed better exclusive breastfeeding practice, having a healthier child and decreased tendency of giving formula milk early. These mothers passionately expressed feeling lucky, privileged and valued because of the help they get that leads them to work with commitment and satisfaction.

Both mothers with six months maternity leave and onsite childcare center made the accommodation they are currently getting their choice of preference.

One of the main findings in this study is the lack of uniformity of implementation of the current national three months maternity leave. This leave is composed of one month prenatal and two months postnatal leave and it is implemented with some flexibility in some organizations where mothers can postpone their leave to after they give birth but on the contrary it is not flexible in any situation in some other organizations. And mothers explained that this three months leave is not sufficient and that they are obliged to seek other ways of solution like using their annual leave, sick leave or asking for unofficial arrangements from their bosses.

This situation has created a gap that allowed and made the employers give unofficial and non uniform supports to breastfeeding mothers and it has caused a problem of lack of same treatment of mothers when getting back to work. Mothers' feeling of not being treated equally is explained as a result of degree of closeness they have with their boss together with the willingness of the boss.

As explained above one of the solutions mothers with three months maternity leave use to make their stay longer is annual leave. Almost all mothers in this study have used their annual leave as a solution and some mothers also expressed their attempt to use leave without payment and stayed to at least four months. This indirectly shows that most mothers don't return to their work in just three months even though they are not given an official longer leave. And the longer leave they take by arranging different solutions might bring more pressure on the work than a planned one.

Employers with none of the accommodations explained that the three months maternity leave has low acceptance among employed mothers and that they tend to be less motivated to work after the three months.

When looking at the accommodations given to mothers, all employers discussed that onsite childcare center is advantageous because it helps mothers to be stable at their work and become productive thereby decreasing employee turnover. This is supported by statements of mothers indicating that they would have stopped working if it wasn't for the center.

Employers also expressed their concern about space to build the center, the cost related to it and the consistency of service. These concerns are also expressed as a barrier to providing breastfeeding support in another study which stated that employers recognized that nursing mothers need private places to breastfeed which could prove costly [42].

In the current study despite the concerns raised most employers agreed on the fact that the benefit of onsite childcare center outweighs its cost.

Regarding six months maternity leave employers dominantly said that it increases stability at work because mothers stay home for long and also increases breastfeeding and mother to child bond. A study done in the US showed that women who return late after birth had a greater odds of initiating and continuing any breastfeeding after six months indicating an obvious advantage to the trend of breastfeeding among mothers getting this accommodation [44].

Difficulty of hiring replacement employee for the six months, impact on operation system of organization and concerns on what would happen after the end of the leave are indicated as major disadvantages by employers. This can be linked with the worry of employers from stakeholder bureaus that it would be hard to implement the six months maternity leave because of lack of acceptance by private sectors.

Regarding the preference of accommodation, unlike the mothers, employers with none of the

accommodations were inclined to the idea of onsite childcare center considering the anticipated impact of six months maternity leave on operation of organization.

As explained in the result section the two organizations that have onsite childcare center have different approaches to the method of caring for children. One of the organizations arranges for the mothers themselves to be trained and care for their children in shifts. Better satisfaction is seen with these mothers because of the possibility created for them to stay with their babies one day in a week. This arrangement can also decrease the concern of employers regarding the cost of hiring additional man power for babysitting.

The other issue raised by both the mothers and employers is the way to a lasting solution. Both mothers and employers said that initiatives should come from the government for an effective outcome and interventions should be put as an obligation on organizations as a whole. Unless this intervention is given to all institutions as a responsibility it can't be a success since it allows for organizations to do these things out of willingness only.

To sum up, mothers in institutions that offer either of the accommodations expectedly prefer the support currently present in the organization. But most of the employers with either accommodation on the other hand preferred to have the onsite childcare center considering the cost that both accommodations have and their lasting benefits.

Mothers with none of the accommodations prefer six months maternity leave and on the contrary employers with none of the accommodations prefer onsite childcare center from their own perspectives. This shows the need to find conducive solution that works for both the mothers and employers. Both the providers' and users' preferences and ideas should be considered by taking the working environment in to account. Thus from the evidences of this study the benefit of onsite childcare center outweighs cost regarding breastfeeding, productivity and stability of mothers better than that of the six months maternity leave.

We have seen that providing mothers with a friendly environment makes them work with a better stability, motivation and satisfaction. Breastfeeding practice is also better with mothers who have accommodations and though it is hard to generalize most mothers with onsite childcare center in this study breastfed exclusively.

From the evidences of this study it can be understood that finding a suitable accommodation with a focus on the different kinds of work environments and the different risks related with each respective environment is necessary and both the presented accommodations have their

advantages and draw backs showing that there is not a single absolute solution.

But with regard to continued breastfeeding, better care for children and better acceptance by employers' onsite childcare center presents as a better solution to both the mothers and employers. It ensures a better breastfeeding practice since there are breastfeeding breaks given to mothers. And continued breastfeeding and better child care can be ensured since children get to stay in the center for longer than two years. In addition to this, children tend to be confident and attentive when they have interaction with other children. To solve the concerns of cost, practice of one of the organizations in training of mothers to take care of the children can be taken as a coping mechanism. But this accommodation should be well thought of to prevent disease transmission by making sick children stay at their homes until they get better and performing medical checkups for children and their caregivers. Additionally mothers should have a transportation arrangement for the onsite childcare center to work as is done with the organizations in this study that have onsite childcare center.

## **7. Strengths and limitations**

The strength of this study is that it included mothers and employers from private, governmental and NGOs and it tried to see an issue that is determinant to mother's health, child's health and an issue that has impact on future generation from the perspective of both mothers and employers that gave the study additional edge of comparison.

The limitation of this study is that it had small number of participant pool of mothers working in institution that offers six months maternity leave because we couldn't get more mothers that fit in to this study and there were no other organizations that offer this kind of accommodation.

## **8. Conclusions**

The benefit of breastfeeding is one of the motivating factors to continue breastfeeding and getting back to work is expressed as a barrier to breastfeeding. Emotional and physical challenges related with breastfeeding continuation after getting back to work are more intensely expressed by mothers with none of the accommodations. Support from boss is explained as a factor that increases breastfeeding by all mothers and difference of support for mothers is seen after mothers get back to work from the three months maternity leave.

Additionally better breastfeeding experience and productivity of employed mothers is expressed by employers in institutions offering either of the accommodations. By looking at both the employers and mothers experience we have seen the evident better breastfeeding experience when work environment is friendly to mothers. There is a difference of implementation of similar maternity leave law among organizations.

Employers have approved the need for mother friendly work environment and additionally most employers are inclined to having an onsite childcare center and stressed on the need of involvement of the government to bring a lasting solution.

## **9. Recommendations**

Depending on the findings from this study we recommend on provision of mother friendly environment for the sake of mothers, children and organizations as a whole.

In order to have an equal treatment of mothers the government must focus on creating a system that makes equal treatment of mothers in their work places a reality by providing a uniform law implementation structure and sufficient support. And employers should be trained on uniform and correct ways of implementation of existing laws.

To make work environment mother friendly the government should put specific requirements to organizations by stating proclamations beforehand. Incentives like supporting organizations that have mother friendly work environment with different resources and publicizing their work on different Medias could be used to motivate other organizations.

Onsite childcare center could be used as a better alternative for organizations that are less hazardous to children which helps in having a better breastfeeding practice, child care and better productivity.

Other researchers could use this study as a starting point and look in to the issue of cost and benefit of organizations that offer a friendly work environment quantitatively. And the findings from the studies can be used to compare between accommodations and to motivate other organizations.

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**ADDIS ABABA UNIVERSITY**  
**HEALTH SCIENCE COLLEGE**  
**PUBLIC HEALTH SCHOOL**

**Annex I Participant information sheet**

Title–Explore Breastfeeding practice among employed mothers and perception of employers in Addis Ababa Ethiopia

Hello, my name is FirmayeBogale, I am completing my masters degree on General public health in Addis Ababa university. This study is therefore, part of the requirements for the fulfillment of the MPH program I enrolled in.

The aim of this study is to explore and compare the breastfeeding practices of employed mothers with 6 months maternity leave, employed mothers who have access to onsite child care center and mothers with neither of the accommodations and to explore the experience and perspective of employers of these mothers and along the way to bring about light to where needs to be focused.

You might find this research interesting in that it tries to cover an issue that is crucial and unavoidable to any mother specially who is working and anyone who has a relation to a working mother and also shows the rarely seen side of this issue, the experience and perception of employers of breastfeeding mothers, and in that the result will help mothers, children and the society as a whole.

The disadvantage might be that it could cause some discomfort as it asks you to deeply explain about your unique individual experiences. But I have tried to eliminate this by making it anonymous and confidential. If you agree to take part in this study we will have a discussion on some questions I have regarding your breastfeeding experience or as an employer your perception about breastfeeding employees as honest and free as possible for this research to fulfill its objective. And it should be known that your participation in this project is entirely voluntary and you are not obliged to participate in any way and if you don't want to participate you don't have to give a reason and you can withdraw any time you wish to.

## **Annex II Consent form**

I have been informed about the purpose and use of this research and the information I am going to give will be used only for the purpose of this study and my identity as well as the information I provide will be kept confidential.

And so

1. I agree to participate in this research voluntarily -----
2. I don't agree to participate in this research -----

Researcher: - FirmayeBogale

Email- [fbfbogale93@gmail.com](mailto:fbfbogale93@gmail.com)

Phone no- 0913754332

## **Annex III Interview guide**

### **Mothers in depth interview**

Date of interview \_\_\_\_\_

Time started \_\_\_\_\_

Facility \_\_\_\_\_

Time ended \_\_\_\_\_

#### **Introduction**

I am working on a research which is mainly concerned with child breastfeeding and working environment for breastfeeding mothers in Addis Ababa city. I thought you are one of the most resource full people in this regard because you are an employed mother who has a young breastfeeding child. I would appreciate it if you would talk to me.

#### **Mother**

Age of the mother \_\_\_\_\_

Marriage status \_\_\_\_\_

Working position/ the name or title of your job/ \_\_\_\_\_

Years of schooling/college \_\_\_\_\_

#### **Children**

Total number of children \_\_\_\_\_

Number of under-five children \_\_\_\_\_

Gender of the youngest child \_\_\_\_\_

Age of the child \_\_\_\_\_

<b>Section one: Knowledge and attitude pertaining to breastfeeding</b>		<b>probe</b>
<b>1</b>	What led you to make the decision to breastfeed?	
<b>2</b>	For how long do you think a child should be breastfed?	
<b>3</b>	What kinds of benefits do you or your child receive because of breastfeeding?	
<b>4</b>	For how long do you intend to breastfeed your baby?	
<b>Section two: Returning to work</b>		<b>Probe</b>
<b>1</b>	1-before you returned to work, I'm sure you had some thoughts or plans as to what it would be like to breastfeed or pump when you went back to work.	
<b>2</b>	How did you plan to continue to provide breast milk to your baby when you returned to work?	
<b>3</b>	Let us talk about the reality of what it was like for you to breastfeed or pump when you returned to work after having your baby?	what were the challenges?
<b>Section three: Experience with breastfeeding at work</b>		<b>Probe</b>

1	1-what were the first few days like for you when you returned to work?	child care, leaking
2	2-How did returning to work impact your breastfeeding decisions?	
3	3-Regarding to breastfeeding what was the biggest concern you had when you returned to work?	
4	4-can you tell me what challenges you faced while trying to breastfeed after returning to work?	
5	5- What did you do to prepare for returning to work and to continue to breastfeed?	
6	6- Who at work did you speak to about the possibility of breastfeeding/pumping at work?	
7	how did breastfeeding continuation after returning to work affect your job?	
8	What kind of support did you have to breastfeed or pump when you returned to work?	What kind of support did you have from family, partner, and friends?
9	What do your co-workers and employer think of you breastfeeding after returning to work?	

10	Can you tell objections you faced because of continuing breastfeeding after returning to work? And also from whom those objections came from?	
11	Can you explain to me what kinds of challenges you faced during breastfeeding after returning to work?	
12	What kinds of facilities are fulfilled at your work place that enables you to continue breastfeeding? Such as a pump, refrigerator, breastfeeding breaks, and comfortable lactation room?	
13	What is it like to use those things at work?	
14	As a working mother who wants to continue to provide breast milk to her baby can you tell me what support would be helpful to you?	
<b>Section four: Knowledge of right and mother friendly program guidelines</b>		<b>probe</b>
1	What would you think of a program that encourages businesses to become breastfeeding friendly and support mothers?	Giving longer maternity leave, having flexible work schedules to provide time for expression of milk and providing access to hygienic storage alternatives for the mother to store her breast milk?

2	How does this compare to your experience?	what is different? What is similar?
3	How would having your company publicize this information impact your breastfeeding decisions?	
4	How realistic is this for the business you currently work for?	Why do you say that?
5	How do you think working for a company that supported breastfeeding in that way would impact your breastfeeding choices?	
<b>Section five: Interview on Maternity leave</b>		<b>probe</b>
1	When did you inform your employer that you were pregnant and Can you explain what happened when you told him/her?	what was his/her reaction
2	How long was your maternity leave?	
3	How did you find out about your maternity leave?	
4	When did your maternity leave start? Before/ after you gave birth?	
5	What do you think of breastfeeding and maternity leave relation?	
6	For how long did you give your child only	

	breast milk?	
<b>Section six: For women with six months maternity leave</b>		<b>probe</b>
<b>1</b>	What opportunities has the six months maternity leave created for you with respect to breastfeeding?	
<b>2</b>	What challenges have you faced because of the six months maternity leave?	career wise, from your colleagues
<b>3</b>	Can you explain how you continue to breastfeed after returning to work?	
<b>4</b>	What difference would it bring if you have access to your child every day during work hours?	
<b>Section seven: For women who have access to onsite childcare center</b>		<b>Probe</b>
<b>1</b>	How did you find out that there is onsite childcare center here and from whom? 2-3-	
<b>2</b>	Do you breastfeed at the center?	
<b>3</b>	Are you comfortable breastfeeding at the center? If no what is the reason/	
<b>4</b>	What facilities are made available to assist you?	washing facilities, private room, nanny/nurse, comfortable sitting

		arrangement
<b>5</b>	Do you have breastfeeding breaks?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>6</b>	If yes	a) Are those breaks considered as working time/ paid? b) Length of time every day
<b>7</b>	What challenges do you face while breastfeeding in the center?	
<b>8</b>	What do your colleagues think of breastfeeding in the center?	Positive reaction, negative reaction.
<b>9</b>	Can you explain to me how the presence of onsite childcare center affects your breastfeeding behavior?	
<b>10</b>	What additional changes and interventions do you think would improve your breastfeeding experience?	

## Employer in-depth interview

### Interview for Employers

Date of interview \_\_\_\_\_

Facility \_\_\_\_\_

Time started \_\_\_\_\_

Time finished \_\_\_\_\_

#### Introduction

I am working on a research which is mainly concerned with child breastfeeding and working environment looking at the issue from both the mothers and employers side in Addis Ababa city. I thought you are one of the most resourceful people in this regard since you are working in the managerial area of this facility. I would appreciate it if you would be willing to discuss about some questions I have.

Section one: Background information		probe
1	What field or industry is your business in?	
2	What is your position of work in this organization?	
3	What is the breakdown of male and female employees?	<input type="checkbox"/> 90%+ women <input type="checkbox"/> majority women <input type="checkbox"/> About equal (50%/50%) <input type="checkbox"/> majority men <input type="checkbox"/> 90%+ men
4	how do you learn about employee needs and concerns regarding returning to work after the birth of a child? Can you share an example?	how would you describe this communication process?
5	What are some of the important issues that come up when women return to work after having a baby?	If breastfeeding isn't mentioned probe about lactation and working, child

		care, maternity leave?
6	How has breastfeeding at work come up in an organizational capacity at your place of business?	-is it discussed at an HR level? -have women brought it up as an issue?
7	When you think of women working and breastfeeding or pumping what is on top of your mind what kinds of challenges /issues come to mind?	
8	For how long do you think it is recommended for a child to be breastfed?	
9	What is the advantage of breastfeeding in your opinion?	
10	Can you tell me what the disadvantage of not breastfeeding can be?	both for the child and baby
<b>Section two: Breastfeeding in the work place</b>		<b>Probe</b>
1	What happens at your business when a woman wants to pump/breastfeed?	What do you or did you anticipate as the biggest issue when someone wanted to breastfeed? How did what you anticipated match to the reality?
2	What kinds of policies does your work have	- Maternity leave

	about work life balance?	- Flexible return to work - Breastfeeding
3	How did these policies come about?	
4	How was this policy received by employees?	
5	How has it been implemented?	What has worked best? What has not worked?
6	How are policies communicated to employees?	
7	What do you think are the benefits to a company when they support lactation?	
8	What would need to happen in your organization for more enhanced breastfeeding support and policies to be implemented?	
9	What would motivate your company to create more breastfeeding friendly policies?	
10	Can you tell me what the term mother friendly workplace mean to you?	
<b>Section three: For facilities that offer six maternity leave</b>		<b>probe</b>
1	This facility gives six months of maternity leave. Can you explain to me about what the reason for this is?	

2	What challenges have you faced in implementing this policy?	
4	What positive sides have you seen because of this implementation?	from sides of productivity, job satisfaction
5	What do you think would be different regarding maternity leave and breastfeeding related policies if the number of female employees increases or decrease?	
6	Some facilities offer access to onsite child care center. What do you think of combining six months maternity leave with onsite child care center, what would be the challenges and opportunities in your opinion?	
<b>Section four: For facilities that have onsite childcare center</b>		
1	This facility offers onsite childcare center. Can you explain to me about what the reason for this is?	
2	What facilities are fulfilled to make this childcare center comfortable?	
3	What challenges have you faced in implementing this policy?	
4	What positive sides have you seen because of	from sides of productivity, job

	this implementation?	satisfaction
5	What do you think would be different if the number of female employees increase?	
6	Some facilities give a six months maternity leave for mothers. What do you think of combining six months maternity leave and onsite childcare center, what would the challenges and opportunities be in your opinion?	
<b>Thank you for your time.</b>		

### Stakeholders in depth interview

<b>Section one: Background information.</b>		<b>probe</b>
1	Can you tell me your job title, your responsibilities and how long you have worked in this position?	
2	What does the term mother friendly work environment to you?	What does it include?
3	What does this organization and you currently play in creating breastfeeding friendly work environments?	
4	For how long has this organization been working	

	on this issue?	
<b>Section two: Initiatives</b>		<b>Probe</b>
<b>1</b>	What kind of women friendly work place initiatives are you working on currently or have you worked on in the past?	
<b>2</b>	How did these initiatives and programs came about?	what was the process, how long it took, who were the key players to success for implementation
<b>3</b>	What kind of response have you had from organizations about these initiatives? From private and governmental organizations	- challenges - Positive response
<b>4</b>	What incentives do businesses respond to and what do you think motivates them to participate in a mother friendly initiative?	
<b>5</b>	What are the most successful strategies that should be used in your opinion?	
<b>6</b>	What has been a success story with creating mother friendly work sites?	
<b>7</b>	What strategies do you think would be successful for our country in creating a mother friendly work sites and convince all sectors?	

<b>8</b>	Who else do you think should be involved more to create a mother friendly work site?	
<b>9</b>	Is there anything that I have not asked you that you feel is important to share?	

Annex IV-Amharic version of subject informed consent form

**አዲስ አበባ ዩኒቨርሲቲ**  
**የህብረተሰብ ጤና ሳይንስ ትምህርት ቤት**  
**የተጠያቂ(የመላሽ) መረጃቅጽ**

ጤና ይስጥልኝ ስሜ ፊርማዬ ቦጋለ ይባላል። የመጣሁት ከአ.አ ዩኒቨርሲቲ የህብረተሰብ ጤና ሳይንስ ኮሌጅ ሲሆን የሁለተኛ ዲግሪ ተማሪ ነኝ። ይህ ጥናት ለመመረቅ ከሚያስፈልጉ ሟሟያዎች አንዱና ዋነኛ ነው። ይህም ስለሆነ የእናት ጡት ማጥባትና የስራ ሁኔታን በተመለከተ ለማጥናት ከአ.አ ዩኒቨርሲቲ ፈቃድ አግኝቼ እየሰራሁ ነው።

የጥናቱ ዓላማ በስራ ላይ የሚገኙ እናቶች የፊርማ ፍቃድ ሲሰጣቸው ወይም ደግሞ ለሚሰሩበት ቦታ ላይ የህፃናት ማቆያ ሲኖር ለልጆቻቸው ጡት የማጥባት ሁኔታ ምን ይመስላል የሚለውን በጥልቀት ለማየትና ለማነፃፀር ሲሆን በተጨማሪም ለእናቶች እነዚህን ሁኔታዎች ያመቻቹ ተቋማት ውስጥ የሚገኙ በአስተዳደር ቦታ ላይ የሚሰሩ ሰራተኞች ያላቸውን አስተያየትና ልምድ በጥልቀት ለማየት ነው። በመሆኑም ይህ ጥናት ለእናቶች እንዲሁም ለህፃናት አሳሳቢ የሆነውን የጡት ማጥባትና የስራ ሁኔታን ስለሚያጠና ለሁሉም የህብረተሰብ አካል ጠቃሚና ገንቢ ነው። በተጨማሪም የጥናቱ ውጤት ለሌሎች ተመራማሪዎች እንደ መነሻ፣ በዚህም ዙሪያ ለሚሰሩ አካላት ደግሞ እንደ አንድ መረጃ በመሆኑ ለተለያዩ መሻሻያዎች ሊውል ይችላል።

እርሶ ለዚህ ጥናት የተመረጡት በአዲስ አበባ ነዋሪና ከሁለት አመት በታች ጡት የሚጠባ /የምትጠባ ልጅ እናት ስለሆኑ በተጨማሪም በሚሰሩበት ተቋም የፊርማ የወሊድ ፈቃድ የሚሰጥ በመሆኑ ወይም የህፃናት ማቆያ በተቋሙ ውስጥ ስላለ ነው ወይም ደግሞ ለእናቶች እነዚህን ሁኔታዎች ባመቻቸተ ቋም ውስጥ የአስተዳደር ቦታ ላይ እየሰሩ ስለሆነ ነው።

ፈቃደኛ ከሆኑ ቃለመጠይቁ በድምጽ መቅጃ እንዲቀዳ ይደረጋል። ይህም ቅጂ የጥናቱን መጠናቀቅ ተከትሎ የሚጠፋ ይሆናል በተጨማሪም በመጀመሪያው ቃለመጠይቅ ላይ ግልጽ ያልሆኑ ነገሮች ካሉ በድጋሚ ተገናኝተን እንዲያብራሩልኝ ጠይቃለው። በጥናቱ የመሳተፍና ያለመሳተፍ ባለ ሙሉ መብት ኖት ለመሳተፍ ፈቃደኛ ከሆኑ በኋላ በፈለጉት ጊዜ ማቋረጥ ወይም ማቋም ይችላሉ።

በጥናቱ ለመሳተፍ ፈቃደኛ ከሆኑ ሙሉ ጥያቄውን የመመለስ ወይም ያልፈለጉትን ጥያቄ ያለመመለስ መብት አሎት። በመሳተፍ ወይም ባለመሳተፍ ወይም ለማቋረጥ የሚደርስበት አንዳችም ጉዳት የለም።

በጥናቱ ለመሳተፍ ከተስማሙ ቃለመጠይቁ አንድ ሰዓት ይፈጃል። የሚሰጡኝ መረጃ ሙሉ በሙሉ በሚስጥር የሚጠበቅ ይሆናል። ከዋና አጥኚ ውጭ ማንም መረጃው አይኖርም። መረጃው ለዚህ ጥናት ብቻ የሚውል ይሆናል።

የእርስዎ ፈቃደኛ መሆን ለጥናቱ መሳካት ትልቅ አስተዋጾ አለው።

**የስምምነት መጠየቂያ /ማረጋገጫ ቅጽ**

የጥናቱን አላማ ተረድቼዋለሁ በመሆኑም የምሰጠው መረጃ ለዚህ ጥናት ባቻ እንደሚውል እንዲሁም የምሰጠው መረጃ ሚስጥራዊ እንደሆነ ተረድቻለሁ። በመሆኑም በዚህ ጥናት ላይ ለመሳተፍ

1- ፍቃደኛ ነኝ -----

2- ፍቃደኛ አይደለሁም -----

የጠያቂ ፊርማ-----

ስም:- ፊርማዬ ቦጋለ

ኢ.ሜል:- [fbfbogale93@gmail.com](mailto:fbfbogale93@gmail.com)

ስልክ:- 0913754332

## Annex V Amharic Version Interview Guide

### ስራላይሎሚገኙ እና ቶች የሚደረግ ቃለመጠይቅ

ቃለመጠይቁ የተደረገበት ቀን-----

ቃለመጠይቁ የተደረገበት ሰዓት-----

የሚሰሩበት ተቆም ስም-----

ቃለመጠይቁ የተጠናቀቀበት ሰዓት-----

### መግቢያ

በሥራላይሎሚ ገኙ እና ቶችን የጠቅላይ ማጥባት ሐኪም ኃይለማርያም ሥራ አካባቢ ምቹነትን እያጠናቀቁ እንገኛለሁ። ይህንን ምቹነት መለከት እርሶበዜ ህተቆም ተቀጥረው እየሰሩና ጠቅላይ ማጥባት ጠባል ጅስላ ሎት በቁመረጃ ልሰጡኝ እንደሚችሉ አምናለሁ። ስለሆነም መረጃውን በመስጠት ትብብር እንዲያደርጉልኝ በአክብሮት እጠይቃለሁ።

### የእናት መረጃ

የእናት እድሜ-----

የትምህርት ደረጃ-----

የትዳር ሁኔታ-----

የስራ ድርሻ (መጠሪያ)-----

### የልጆች መረጃ

ያልዎት የልጆች ብዛት-----

ከ 5 አመት በታች ያልዎት የልጆች ብዛት-----

የመጨረሻ ልጅ ጾታ-----

የመጨረሻ ልጅ እድሜ-----

<b>የጡትማጥባትእዉቀትናአመለካከት</b>		<b>ምርመራ</b>
1	ጡትየማጥባትዉሳኔላይእንዲድርሱምንድነዉየረዳዎት	
2	ጡትማጥባትዎለእረሶእንዲሁምለልጅዎየሚሰጠዉጥቅምምንእንደሆነሊነግሩኝይችላሉ	
3	ስለጡትማጥባትሲያስቡልጅዎትንለስንትጊዜለማጥባትያስባሉ	
<b>ወደስራመመለስንበተመለከተ</b>		
1	እረፍትላይበነበሩበትወቀትወደስራገበታዎሲመለሱበምንሁኔታጡትማጥባትለመቀጠልአስበዉነበር	
2	አሁንድግሞወደስራተመልሰዉጡትበሚያጠቡበትሰአትየነበረዉሁኔታካሰቡትሁኔታጋርሲያስተያዩትእንዴትእንደነበረሊነግሩኝይችላሉ	ምንምንችግሮችነበሩ
<b>በስራላይጡትየማጥባትልምድ</b>		
1	ወደስራየተመለሱባቸዉያመጀመሪያዎቹቀናትእንዴትነበሩ	የጡትመፍሰስ፣የልጅእንክብካቤ
2	ወደስራገበታመመለሱትየጡትማጥባትሁኔታዎትንበምንመልኩቀይሮታል ምርመራ- -	
3	ወደስራሲመለሱዋናያሳሰቡትነገርምንድንነበር	

	ያሳሰብዎትን ነገር ከእውነታው ጋር ሲያስተያየት ምን ይመስላል	
4	በስራ ላይ ያጋጠሞት መሰናክሎች ምን ምን ነበሩ እነዚህ መሰናክሎች የጡት የማጥባት ጊዜ (ርዝማኔ) በምን መልኩ ቀየረዎት	
5	ስራ ላይ ሆነው ጡት የማጥባት ሁኔታዎች እንዴት ሊሆኑ እንደሚችሉ ያወያዩት ሰውነብር	
6	ወደ ስራ ተመልሰው የመጀመሪያዎቹ ጡት ያጠቡባቸው ጊዜ ያት እንዴት ነበሩ	በስራ ምት ላይ ያመጣው ለውጥ አለ
7	ወደ ስራ ተመልሰው ጡት እንዲያጠቡ ምን አይነት ድጋፍ አግኝተው ነበር ምርመራ- ሀላፊ ስለ እንዲሁ ምን ስራ ባልደረቡ ስምን አስበው ነበር -የተቃወመ ስራ ካለ ስለ እንዲቃወሙ ስያደረጋቸው ምን ድንገት ነበር - ከጋደኞች ምክርባላቸው ምን ድንገት ምን አይነት ድጋፍ አግኝተው ነበር	
8	ከጡት ማጥባትና ወደ ስራ መመለስ ጋር ተያይዞ ያሉ ግሮች ምን ምን እንደሆኑ ለእነዚህ ግሮች ይችላሉ	
9	ስራ ላይ ሆነው ጡት ለማጥባት እንዲረዳዎ ምን ምን ነገሮች ተጠቅሞታል	የጡት ማለቢያ፣ ማቀዝቀዣ (ፍሪጅ)፣ ምቹ የሆነ ለማጥባት የተዘጋጀ ክፍል

10	በስራላይሆነውጡትሲያጠብከጠበቁትውጨያስገረመዎትነገርምንእንደሆነሊነግሩኝይችላለሁ	
11	በስራላይጡትየማጥባትሁኔታውንየበለጠምቼሊያደረግልኝይችላልየሚሉትነገርምድነው	
12	በስራላይጡትየሚያጠብኝናትከመሆኖአንጻርምንአይነትድጋፍቢያገኘኛለሁጠጡትማጥባቶንሊረዳይችላልይላለሁ	
<b>በእናቶችመብትናለእናቶችምቼየሆነየስራአካባቢላይያሉመመሪያዎችንበተመለከተያለእዉቀት</b>		
1	የተለያዩየስራዘርፎችንለእናቶችጡትለማጥባትምቼየሆነአካባቢንማለትምረዘምያለየወሊድፈቃድበመስጠት፤ጡትለማትባትበቀንውስጥየተወሰነጊዜረፍትበመስጠት፤የተመቻቸየጡትማጥቢያክፍልበመስራትእንዲፈጥሩስለሚያደርግፕሮግራምምንአስተያየትአለዎት	
2	አሁንከሚሰሩበትሁኔታጋርሲያስተያየትይህምንይመስላል	ምንየተለየነገርአለውምንስይመሳሰላል
3	አሁንእየሰሩያሉበትተቋምለናቶችከላይየተጠቀሱትአይነትፕሮግራምተግባራዊቢያደረግየጡትማጥባትሁኔታዎንበምንመልከሉቀይረውይችላል፡፡	
4	1. አሁንበሚሰሩበትሁኔታላይይህንአይነትፕሮግራምማከናዎንምንያህልእ	ለምንይህን

	ውነታ-ሊሆን ይችላል ብለው ያስባሉ	ንእንዳሉ-ሊ ነግሩኝ ይች ላሉ
<b>የወሊድ ፈቃድን የተመለከተ ቃለ መጠይቅ</b>		
1	ለአሰሪዎች ነፍሰ ጡር መሆኖችን ያሳወቁቸው መችነው፤ ሲያሳወቁቸው የነበራቸው ምላሽ እንዴት እንደበረሊ ገልጹልኝ ይችላሉ	
2	የወሊድ ፈቃድ ምን ያህል ጊዜ ነበረ	
3	ስለወሊድ ፈቃድ ያወቁት እንዴት ነበረ፤ ከማን	
4	የወሊድ ፈቃድ ያጀመረው መቼ ነበረ (ከወሊድ በፊት/በኋላ)	
5	ይህ የሆነው በዕርስ ምናላን ትነበረው ይስግዴታ ነበረ	
6	የወሊድ ፈቃድ ናየ ጡት ማጥባት ሁኔታ ምን አይነት ግንኙነት አላቸው ብለው ያስባሉ	
7	ለልጅ ያየ ጡት ወተት ብቻ የሰጡት ለስንት ጊዜ ነው	ከውሀ፤ ሻይ ውጪ
<b>የስድስት ወር የወሊድ ፈቃድ ላገኙ እና ቶች ብቻ የሚደረግ ቃለ መጠይቅ</b>		
1	የወሊድ ፈቃድ ስድስት ወር መሆኑ ከጡት ማጥባት ጋር በተያያዘ ምን ምን ገሮች ን አመቻች ቶሎ ታል	



		ዳይሬክቶሬት ትራንስፎርሜሽን ጉንገሮችን ሊነግሩኝይ ችላለሁ
4	በህፃናት ማቆያ ወውስጥ የጡት ማጥባት ሁኔታው እንዲረዳ ዎት ምንም ነገሮች እንዲኖሩ ተደረጓል	
5	ጡት ለማጥባት የዕረፍት ሰዓት አለዎት	አዎ <input type="checkbox"/> አይ <input type="checkbox"/>
6	አዎ ከሆነ	ሀ. የሚሰጥ ዎት እረፍት ትብቀን ምን ያህል ሰዓት ነው ለ. የሚሰጥ ዎት እረፍት ትብስራ ሰዓት ትራንስፎርሜሽን ርነው
7	በማቆያ ወውስጥ በሚያተብብ ሰዓት የሚያጋጥሙ ዎት ችግር ምንም እንደሆነ ሊነግሩኝይ ችላለሁ	
8	በማቆያ ወውስጥ ጡት በማጥባት ዎ የሰራ ባልደረባዎች ምን ዓይነት አስተያየት አላቸው	አዎን ታዊ አስተያየት እ

		ንዲሁም አሉታዊ አስተያየት
9	ይህ የህፃናት ማቆያ መኖሩ የጠጋት ማጥበብ ልምድ ትላይ ያመጣውን ለውጥ ሊነግሩኝ ይችላል።	
10	አሁን ካለው ሁኔታ በተጨማሪ ላይ ስር የጠጋት ማጥበብ ሁኔታ ይበልጥ ይረዳል የሚሉ ትንገር ምንድነው።	
11	በመጨረሻ ላይ ለማለት የሚፈልጉ ትንገር ካለ	

**ለአሰሪዎች የሚደረግ ቃለ መጠይቅ**

ቃለ መተይቁ የተደረገበት ቀን -----

የተቋሙ ስም -----

ቃለ መተይቁ ተጀመረበት ሰዓት -----

ቃለ መጠይቁ የተጠናቀቀበት ሰዓት -----

**መግቢያ**

በስራ ላይ የሚገኙ ሴቶችንና የጡት ማጥባት ሁኔታን እንዲሁም የስራ አካባቢ ምቹነትን እያጠና ሁሉን አካባቢ ለሁሉ፡፡

እርስዎ በዚህ ተቋም ውስጥ የአስተዳደር ስራ ላይ ስለሚገኙ ቀጥሎ ላሉት ጥያቄዎች በቁም ላሽ እንደሚሰጡኝ አምናለሁ፡፡

ዋና ዋና መረጃዎች		ምርመራ
1	ድርጅቱ የተሰማራበት የስራ ዘርፍ	
2	በድርጅቱ ውስጥ ያለዎት የስራ ድርሻ	
3	በድርጅቱ ውስጥ ያለው የሴትና የወንድ ስብጥር	<input type="checkbox"/> 90% ሴት <input type="checkbox"/> ተቀራራቢ (50/50) <input type="checkbox"/> 90% ወንድ <input type="checkbox"/> የወንድ ብብዛት <input type="checkbox"/> የሴት ብብዛት
4	ስራ ተኞች ከእረፍት ወደ ስራ ሲመለሱ ያላቸውን ፍላጎትና ስጋ	ይህንን ግንኙነት እንዴት ይገልፁታል

	ትብምንመልኩያውቃለሁ	
5	እናቶችከወለዱበኋላወደስራበሚመለሱጊዜየሚነሱዋናዋናጉ ዳዮችምንእንደሆኑሊነግሩኝይችላለሁ	ጡትማጥባትናስራ፣ህፃናትእንክብካቤእንዲሁምወሊድፈቃድካልተነሱይጠይቁ
6	በዚህድርጅትውስጥበስራላይሆኖጡትማጥባትንበተመለከተሀሳቦችብምንሁኔታይነሳለሁ	
7	በስራላይሆኖጡትማጥባትንሲስቡምንአይነትችግሮች/ጥቅሞችአሉትብለውያምናለሁ	
8	ጡትማጥባትለእናትእንዲሁምለልጅየሚኖረውጥቅምምንድነውብለውያስባለሁ	
9	አንድልጅለስንትጊዜጡትመጥባትብለውያስባለሁ	
<b>በስራቦታላይጡትማጥባትንበተመለከተ</b>		
1	በዚህድርጅትውስጥአንድእናትጡትበስራላይሆናጡትማጥባትስትፈልግዋናየሚነሳሀሳብምንእንደሆነሊነግሩኝይችላለሁ	
2	የወሊድፈቃድንናጡትማጥባትንበተመለከተየዚህተቋምመመሪያምንይመስላል	

3	ይህ መመሪያ እንዴት እንደ ወጣ ሊነግሩኝ ይችላል።	ተግባራዊ የሚሆነው በምን መልኩ ነው።
4	ይህ መመሪያ በሰራተኞች ዘንድ ምን ዓይነት አቀባባይ አግኝቷል	
5	ተግባራዊ የሚሆንበት ሰዓት ጥሩው ጤት እንዲሁም አጥጋቢ ያልሆነው ጤት ያመጣው ምን እንደ ነበረ ሊነግረኝ ይችላል።	
6	የጡት ማጥባት መመሪያን አጠቃሎ በተቋሙ ውስጥ ያለ መመሪያዎች ሰራተኛው እንዲውቅ የሚደረገው በምን መልኩ ነው።	
7	አንድ ድርጅት ጡት ማጥባትን የሚደግፍ አሰራር ሲኖር ውምን ጥቅም ያገኛል ብለው ያስባሉ።	
8	በዙህድረ ጅት ውስጥ የተሻሻለ የጡት ማጥባት ድጋፍና መመሪያ እንዲኖር ምን መደረግ አለበት ብለው ያስባሉ።	
9	በዚህ ተቋም ውስጥ ጡት ማጥባት አመች የሆኑ መመሪያዎች እንዲኖሩ የሚያነሳሱ ነገሮች ምን ምን ሊሆኑ እንደሚችሉ ሊነግሩኝ ይችላሉ።።	
<b>የ6 ወር የወለድ ፈቃድ ለሚሰጡ ተቋማት ብቻ የሚደረግ ቃለ መጠይቅ</b>		
1	ይህ ተቋም ለወላድ እና ቶች የ6 ወር ፈቃድ የሚሰጥበትን ምክንያት ሊነግሩኝ ይችላሉ።	

2	ይህ የ6 ወር የወሊድ ፈቃድ መመሪያ ተግባራዊ በሚደረግበት ሰዓት አትያ ጋጠሙች ግሮችን ሊነግሩኝ ይችላሉ።	
3	ይህ መመሪያ ተግባራዊ በመደረጉ ያዩዎቸው አዎንታዊ ጎኖች ምን ድንገቶች ናቸው።	
4	ከወሊድ ፈቃድ አንጻር በተቋሙ ውስጥ ያሉ ሴት ሰራተኞች ቁጥር ረቢ ጨምሮ የሚያመጣውን ለውጥ ሊነግሩኝ ይችላሉ።	
5	አንዳንድ ተቋሞች በስራ ቦታ ላይ የህጻናት ማቆያ እንዲኖር ያደርጋሉ። ይህ ማቆያ ከ6 ወር የወሊድ ፈቃድ ጋር አብሮ አንድ ተቋም ላይ ተግባራዊ በደረግ ለእናቶችና ለአሰሪዎች ምን ዓይነት ጥሩና መጥፎ ጎኖች ይኖረዋል ብለው ያስባሉ።	
6	የ6 ወር የወሊድ ፈቃድ ያገኙ እናቶች ምን ጥቅም ያገኛሉ ብለው ያስባሉ።	
7	የ6 ወር የወሊድ ፈቃድ የተጠቀሙ እናቶች ምን ዓይነት ችግር ሊያጋጥማቸው ይችላል ብለው ያስባሉ።	
<b>የህጻናት ማቆያ ላላቸው ተቋማት ብቻ የሚደረግ ቃለ መጠይቅ</b>		
1	ይህ ተቋም የህጻናት ማቆያ እንዲኖረው የተደረገበትን ምክንያት ሊያብራሩልኝ ይችላሉ።	

2	በተቋሙ የህጻናት ማቆያ ክፍል ስርዓት ማሻሻያ ስራዎች ላይ ማሳተፍ ይቻላል።	
3	ይህ የህጻናት ማቆያ በተቋሙ ውስጥ በመኖሩ የተገኙ ጥሩ ጎኖች ምንም እንኳን ደህንነት ላይ ማሳተፍ ይቻላል።	
4	የህጻናት ማቆያ ክፍል ስርዓት ማሻሻያ ስራዎች በተቋሙ ውስጥ ያሉ ሌሎች ሰራተኞች ቁጥረቱ ለጨምሮ የሚያመጣውን ለውጥ ላይ ማሳተፍ ይቻላል።	
5	ይህ ተቋም ይህ ተቋም የህጻናት ማቆያ እንዲሰጠው ሁሉ ሌሎች ለውጥ ላይ እና ቶች የ6 ወር ፈቃድ የሚሰጡ ተቋሞች አሉ። እነዚህ ሁለት ጎኖች አንድ ተቋም ላይ በኖሩ ለእና ቶች ለአሰሪዎች ምንም እንኳን ጥሩና መጥፎ ጎኖች ይኖረዋል ብለው ያስባሉ።	
6	በዚህ ማቆያ የሚጠቀሙ እና ቶች ምንም እንኳን ያገኛሉ ብለው ያስባሉ።	
7	በዚህ ማቆያ የሚጠቀሙ እና ቶች ምንም እንኳን ያገኛሉ ብለው ያስባሉ።	
8	በመጨረሻ ላይ ላላ ሰራተኛው ወይም መጨመር የሚፈልጉትን ገርካላ	

**ለባለድርሻየሚደረግቃለመጠይቅ**

**መግቢያ**

በስራላይ የሚገኙ እና ቶችን እና ጠት ማጥባት ሁኔታን እንዲሁም የስራ አካባቢ ምቹነትን እያጠና ሁኔታ ገኛለው። ይህ ተቋም በዚህ ጉዳይ ላይ የሚሰጠው ለስራ አካባቢ የሚደረግ ከሆኑ አካላት አንዱ በመሆኑና እርሶ ም በዚህ ተቋም ውስጥ ይህ ጉዳይ የሚመለከቱት ስለሆነ በቂ መረጃ ይሰጡኛል ብዬ አምናለሁ። ከዚህ ቀጥሎ ያሉትን ጥያቄዎች በመመለስ እንዲተባበሩኝ በአክብሮት እጠይቃለሁ።

<b>ዋና ዋና መረጃዎች</b>		<b>ምርመራ</b>
1	በመጀመሪያ የስራ ድርሻዎን /ስያሜ/፣ ሀላፊነት ወይንም በዚህ ስራ ላይ ለስንት ጊዜ እንዳገለገሉ ሊነግሩኝ ይችላሉ	
2	በእርስዎ አስተያየት ለእና ቶች ምቹ የሆነ የስራ አካባቢ የሚለው ቃል ምንን ያመለክታል/ያጠቃልላል/	
3	እርስዎ እንዲሁም ይህ ተቋም ለጠት ማጥባት ምቹ የሆነ የስራ አካባቢ ነኝ ከመፍጠር እንጸርዋለን ወይንም ሌላው ማን እንደሚመስል ሊነግሩኝ ይችላሉ	
4	በዚህ ጉዳይ ላይ ይህ ተቋም ለስንት ጊዜ ተንቀሳቅሷል	ያነሳሳዎ ጉዳይ ምንን በረ
<b>የማነሳሻ እንቅስቃሴዎችን የተመለከተ</b>		
1	ለእና ቶች ምቹ የሆነ የስራ ሁኔታን ( አካባቢ) ከመፍጠር አንጻር በአሁኑ ሰዓት ምን አይነት እንቅስቃሴዎች እደረጋችሁ ነው ከዚህ ቀደም ስምን አይነት እንቅስቃሴዎች ተደረገዋል።	

2	እነዚህ እንቅስቃሴዎችና ፕሮግራሞች እንዴት ተግባራዊ ሊሆኑቻል	ሂደቱምን ይመስል ነበረ
3	እነዚህ እንቅስቃሴዎች በተመለከተ ከተለያዩ ተቋሞች ምን ዓይነት ምላሽ አግኝታችኋል (ከግል ምሆነከ መንግስታዊ)	
4	ለእናቶች ምቹ የስራ አካባቢ መፍጠር የሚደረጉ እንቅስቃሴዎች ተግባራዊ እንዲሆኑ ተቋማትን ለማነሳሳት ምን ዓይነት ማበረታቻዎች ውጤታዊ ሆኖ ለብለው ያስባሉ፡፡	
5	በእርስዎ አስተያየት ውጤታዊ እንቅስቃሴ ለማድረግ ምን ዓይነት ስልቶች ውጤታማ ሆኖ ያስባሉ	
6	ለእናቶች ምቹ የስራ ሁኔታ ከመፍጠር አንፃር ስኬት ስኬት ተገኘቶባቸዋል የሚሏቸውን አጋጣሚዎች ሊነግሩኝ ይችላሉ	
7	ይህን ሀገር ለገናዘበ ሁኔታ ለእናቶች የስራ ሁኔታ ከመፍጠርና የተለያዩ ዘርፎችን ከማሳመን አንፃር ውጤታማ ይሆናል ብለው የሚያስቧቸው ስልቶች ምን እንደሆኑ ሊነግሩኝ ይችላሉ	
8	ለእናቶች ምቹ የስራ ቦታን ለመፍጠር በበለጠ መሳተፍ አለባቸው የሚሏቸው ዘርፎች /ተቋሞች/ ካሉ ቢገልጹልኝ	
9	በመጨረሻ እዚህ ያልተገለጸ ወይም ሌላ መጨመር የሚፈልጉትን ገርካለ	

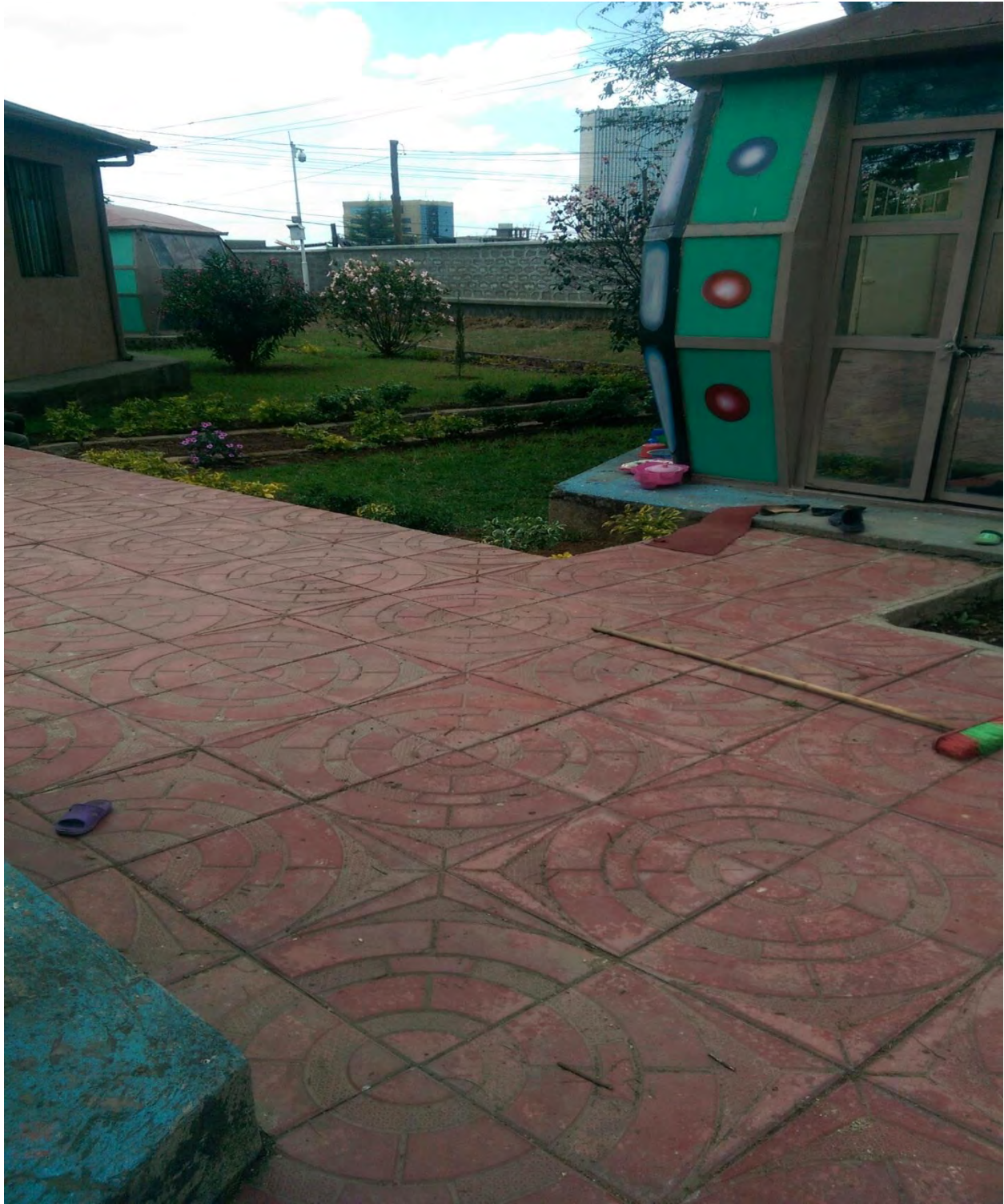
Annex VI pictures of onsite day care center













# **CURRICULUM VITAE**

## **Personal information**

Name: Firmaye Bogale  
Address: mob.0913754332  
Email- ffbogale93@gmail.com  
Date of birth: Sep 19 1992 G.C  
Sex: Female  
Nationality: Ethiopian

## **Educational background**

- Secondary school: Bethel Mekane Yesus secondary school  
: Years attended 2005 to 2009 G.C
- Graduated from Haramaya university July,2013G.C  
  
-Holding Bachelor degree in Public Health  
-Years attended from October 2009 to July 2013 G.C

## **Professional experience**

I am working at Churchill Health Center as a junior health officer starting from Nov 2013.

I am involved in the

- Adult outpatient department
- Integrated management of new born and childhood illness (IMNCI) in disease prevention and control department.

## **Skills**

- Interpersonal communication and team leading ability
- Good presentation skill.

## **Certification**

- Infection prevention
- IMNCI
- TB in children

## **Community and professional involvement**

- Anti-Aids club
- Infection prevention committee
- House to House health information dissemination on
  - Family planning
  - HIV/AIDS
  - vaccination and other health related issues.