

The Incidence of Workplace Breastfeeding Benefits

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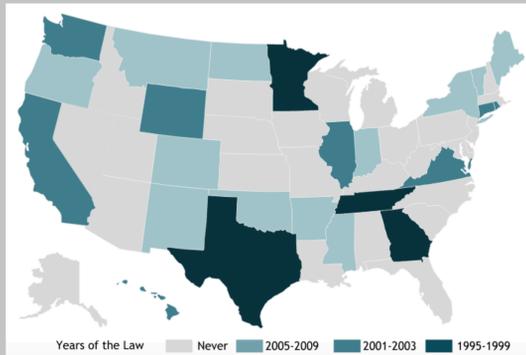
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Research Question

- ▶ How do “workplace breastfeeding benefits” affect women’s breastfeeding and labor market outcomes?
 - ▷ Employers provide unpaid break time and a special private space for pumping, at the request of the employee, for up to 12-36 months
 - ▷ 24 States and D.C., 1995-2010
 - ▷ May depress young mothers’ wages (Summers, 1989)

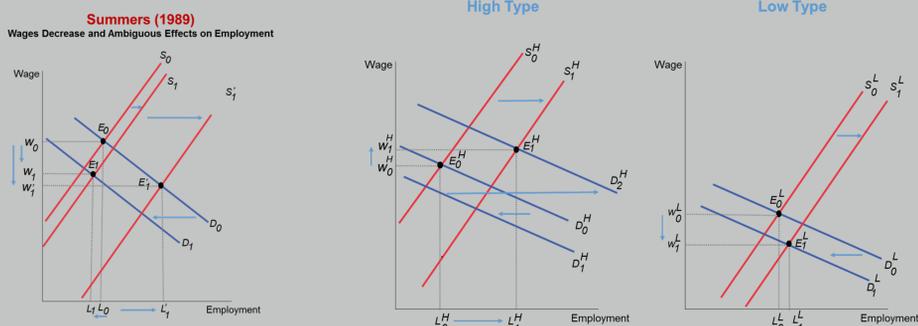
A Lactation Room & the Map of the Mandates



State Mandates

- ▶ unpaid
- ▶ unspecified length and frequency
- ▶ can run concurrently with any break time
- ▶ not required if it would unduly disrupt the operations of the employer
- ▶ employers make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where the employee can express her milk in privacy
- ▶ employer means a person or entity that employs one or more employees and includes the state and its political subdivisions

Theoretical Framework



Effects Differ Along the Ability of Increasing Work Attachment

- ▶ Lazear and Rosen (1990): job promotion depends on the worker’s ability and the propensity to remain on the job (matters due to firm-specific learning)
- ▶ Goldin (2014): firms reward individuals who can work long hours and particular hours

Breastfeeding Impacts

- ▶ National Immunization Survey, birth cohorts of 2000-2010
- ▶ Diff-in-Diff, “intention-to-treat” effects:

$$y_{ist} = \alpha + \beta Workplace_{st} + X'_{ist} \Gamma + \theta_s + \theta_t + \theta_s \cdot t + \epsilon_{ist}$$
- ▶ $Workplace_{st} = 1$ if state s in year t has passed the law
- ▶ OLS for $EverBf_{ist}$: no effects
- ▶ Tobit for $\log(wksbf)_{ist}$: increased by 4.3% (19 weeks \Rightarrow 20 weeks)

Labor Market Impacts

- ▶ Current Population Survey, 1990-2010; aged 18-44; DDD specification:

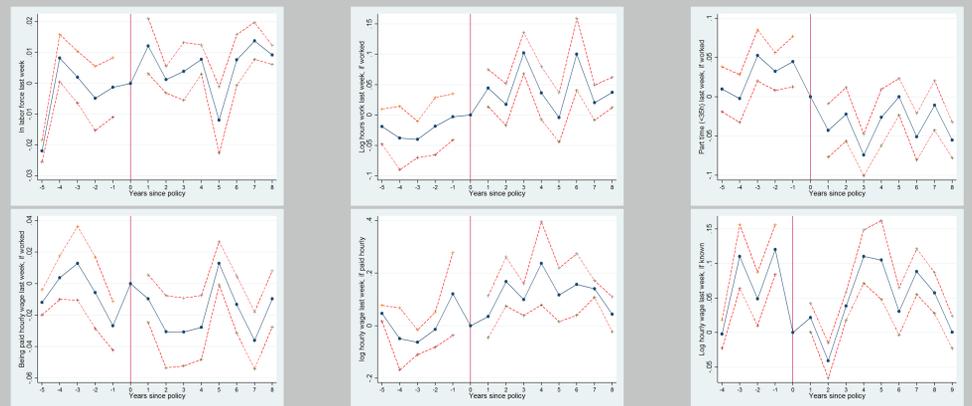
$$y_{ist} = \alpha + \beta_1 Workplace_{st} + \beta_2 Mother_{ist} + \beta_3 Workplace_{st} \times Mother_{ist} + X'_{ist} \Gamma + \theta_s + \theta_t + \epsilon_{ist}$$
- ▶ $Mother_{ist} = 1$ if individual i is female with infant children (youngest child being 0 yr old), and $Mother_{ist} = 0$ if i is a male
- ▶ X'_{ist} includes industry fixed effects; std errors are clustered at state level

Main Results

	(1) in labor force	(2) employed	(3) working	(4) log hours of work
Panel A: Single				
Law X mom of 0-yr-old	0.0114** (0.00545)	-0.00768 (0.0158)	-0.0193 (0.0198)	-0.033 (0.0199)
Observations	266,755	206,572	183,111	177,537
R-squared	0.783	0.118	0.014	0.179
Panel B: Married				
Law X mom of 0-yr-old	0.0129*** (0.00215)	-0.00199 (0.00598)	7.10e-05 (0.00652)	0.0504*** (0.0166)
Observations	369,529	341,116	326,560	316,077
R-squared	0.912	0.052	0.04	0.083

	(5) part time	(6) paid by hour	(7) log hourly wage
Panel A: Single			
Law X mom of 0-yr-old	0.0395* (0.0228)	-0.00227 (0.0198)	Law last yr X mom of 1-yr-old -0.0379* (0.0220)
Observations	177,537	177,537	Observations 206,925
R-squared	0.190	0.028	R-squared 0.259
Panel B: Married			
Law X mom of 0-yr-old	-0.0470*** (0.0137)	-0.0106 (0.00947)	Law last yr X mom of 1-yr-old 0.0456*** (0.0110)
Observations	316,077	316,077	Observations 321,120
R-squared	0.072	0.038	R-squared 0.336

Robustness: Leads and Lags



Heterogeneity in the Details of Mandates

(1)	(2)	(3)	(4)	(5)	(6)
benchmark longer period bf & pump no discrimination protection encourage					
Dep var=employed, if in labor force					
-0.00199 (0.00598)	0.0143** (0.00668)	0.00212 (0.0129)	0.0105** (0.00485)	0.00755 (0.0107)	-0.0186*** (0.00522)
Dep var=log real hourly wage last year					
0.0456*** (0.0110)	0.0812*** (0.0262)	0.0703*** (0.0134)	0.0640*** (0.0189)	0.0533*** (0.0201)	0.0325*** (0.00838)

Channels: Temporal Flexibility of Occupations

- ▶ O*Net (Goldin, 2014):
 - ▷ Time pressure
 - ▷ Contact with others
 - ▷ Establishing and maintaining interpersonal relationships
 - ▷ Structured vs. unstructured
 - ▷ Freedom to make decisions

VARIABLES	(1) lfp	(2) log hrs work	(3) part time
law x mom	0.0213*** (0.00410)	0.0426*** (0.0157)	-0.0421*** (0.0124)
law x mom x non-flexible	-0.0110*** (0.00370)	0.0309** (0.0153)	-0.0152 (0.0144)
Observations	342,640	315,694	315,694
R-squared	0.031	0.088	0.075
(4) (5) (6)			
VARIABLES paid by hour full last yr log wage last yr			
law x mom	-0.00761 (0.0107)	0.0375** (0.0177)	0.0379*** (0.00929)
law x mom x non-flexible	-0.0158* (0.00829)	0.00964 (0.00657)	0.00496 (0.0120)
Observations	315,694	339,029	314,880
R-squared	0.045	0.129	0.349

Conclusions

- ▶ The workplace breastfeeding benefits increased the wages of the mothers who could increase their hours worked, thus increase their work attachment
- ▶ The benefits reduce gender inequality but increase inequality within young mothers
- ▶ Given that the ACA federalized these benefits, expect to see effects on states that previously do not have these mandates
- ▶ Perhaps impose further requirements such as longer period of benefits, prohibit discrimination and provide retaliation protection, etc.