Psychology Assessment

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It is quite common for the newborn to be totally dependent on the mother’s feed. It not only develops a special bonding between the mother and her children but also gives the children the necessary healthy nutrition 1. This becomes an issue for working mothers because many times the office is not well equipped with the necessary elements for mothers to either feed their children or pump milk.

If in a position of HR director, all the necessary basic facilities would be provided to women for the purpose of breastfeeding or pumping. These would include

* Separate rooms exclusively for ladies and the necessary equipment to either pump milk or breastfeed their children.
* If a regular employee becomes a mother, she would be given a new location which includes a separate cabin so that she may proceed with the process of preparing milk for the young one as well as work in peace.
* If the baby is with a baby sitter and the workplace is nearby, some additional break time would be allotted to the new mothers so that they may leave and give the necessary feed to their baby. This would be in addition to the existing break time and no pay deductions would be carried out. The process would be for a period of 1 year from childbirth. On special requests, the period may be extended. The break timings could also be used in chunks so that mothers can take multiple breaks.
* The policy would be made official and in written form so that there would not be any issues caused by the managers of the department. In case of any deviation from the policy is seen by the other people, the necessary disciplinary actions would be taken. It would ensure that people are made aware of the importance of breastfeeding for children.

Reference List

1. Victora CG, Bahl R, Barros AJD, et al. Breastfeeding in the 21st century: epidemiology, mechanisms, and lifelong effect. *The Lancet*. 2016;387(10017):475-490. doi:10.1016/S0140-6736(15)01024-7