

ABSTRACT

This study examines the impact of maternity protection on exclusive breastfeeding (EBF) among corporate mothers in Greater Accra, Ghana. Using the Gendered Organizational Theory as the conceptual framework, the study sought to identify the prevailing rate of EBF among corporate mothers and to assess the impact of the availability of breastfeeding facilities at their workplaces and the work from home practice on mothers' decision to practice six months EBF.

An exploratory and descriptive research design was adopted, and data were collected through quantitative approach. A survey questionnaire which included both closed-ended and open-ended questions was administered to 53 working mothers. The data were analyzed using descriptive and inferential statistics and thematic analysis.

The study results indicate that the rate of exclusive breastfeeding among employed mothers is not high, as per the definition established by the WHO and UNICEF. The study also found that the availability of breastfeeding facilities at workplaces has a positive impact on mothers' decision to practice six months EBF, as it increases their convenience and reduces their stress levels. Additionally, the study found that the work from home practice positively influences mothers' decision to practice six months EBF, as it allows them to spend more time with their infants and to breastfeed on demand.

In conclusion, this study highlights the need for organizations to provide breastfeeding facilities and support work from home practices to promote EBF among working mothers. The findings of this study contribute to the literature on EBF and provide insights for policymakers and employers to create supportive environments that enable working mothers to practice six months EBF.