

Factors Affecting the Exclusive Breastfeeding Practices among Police Women

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Abstract- This study determined the factors affecting the exclusive breastfeeding practices among policewomen in selected police stations in Eastern Pangasinan. It dealt on the personal profile of the respondents which include their age, civil status, highest educational attainment, status of employment, number of years as a policewoman, number of breastfed children and area or division of assignment. Qualitative research design was used in the study utilizing a semi structured interview guide to gather the needed data. Data gathered were through interviews and were arranged in a qualitative method and expressed by narration. Data were analyzed through thematic analysis. Analyses of the interviews identified four (4) significant themes, namely: family related, work related, perception, and coping strategies. The respondents were adults, college graduates, permanent in their positions, assigned in different areas or divisions in the police station, had been in the service for long years, earning above average income with few numbers of children. The factors that affect their exclusive breastfeeding include family, work and their perception on breastfeeding. The participants cope different strategies that protect their breast, use of pain medications, and multivitamins. The proposed Maternal Wellness Program is proposed for adaption and implementation.

Indexed Terms- Exclusive Breastfeeding, Policewomen, Practices

I. INTRODUCTION

• Background of the Study

Exclusive breastfeeding (EBF) refers to a child who only consumes breast milk and no other food, water, or liquids (excluding medicine and necessary vitamins) until they reach six months of age. According to the World Health Organization (WHO) and the United Nations International Children's

Emergency Fund (UNICEF), it is recommended to exclusively breastfeed for six months after giving birth. Breastfeeding is considered a first immunization since it protects children from communicable and non-communicable diseases. Human breast milk is naturally balanced, nutritious food for infants. It is an ideal food for a child's survival, growth, and development. Providing infants with breast milk during their first six months is a highly effective evidence-based method for reducing child morbidity and mortality rates. It reduces the occurrence of childhood asthma, cancer, obesity, diabetic mellitus, and cardiovascular diseases. Furthermore, it improves cognitive performance and survival rate in their later life compared to children fed formula foods. The benefit of human breast milk is beyond the child's health; it stabilizes the household and the country's economy and has a significant role in building productive citizens (Yimer et al., 2021).

In a recent qualitative study by Lokat et al. (2020), the successful strategies of exclusive breastfeeding among female police officers in the East Nusa Tenggara Regional Police were explored. The study involved ten female police officers as informants. The findings revealed that the informants recognized the importance of exclusive breastfeeding for their children's growth and development. They also perceived that their occupation did not hinder them from providing exclusive breastfeeding. The informants had adequate exposure to information on exclusive breastfeeding through various mass media. However, they breastfed their babies at home due to the unavailability of breastfeeding rooms at their workplace. The husbands supported ensuring that their wives did not give formula to their babies before six months. The family members also provided support by caring for the babies during work hours. The chief was also supportive of exclusive breastfeeding. The informants' willingness and acceptance of their role as women played a crucial role in achieving successful

exclusive breastfeeding. Overall, the informants had good knowledge, attitudes, and information exposure and received support from their husbands, families, and supervisors. The study recommends that the East Nusa Tenggara Regional Police Office provide breastfeeding rooms to support exclusive breastfeeding among female police officers.

According to Fisher (2016), families play a crucial role in breastfeeding practices. Research has shown that women with support from their family, partner, and broader social network are more likely to initiate and continue breastfeeding. Nevertheless, healthcare providers only sometimes engage with families very effectively. Studies in diverse global settings have demonstrated the benefit of engaging partners and families in breastfeeding practices.

Breastfeeding is the foundation of life and is the best way to feed infants. Breast milk provides the basic building block for optimal growth and development and contains the right amount of easily digested and readily available nutrients. Reducing infant and child morbidity and mortality is the best achieved through cost-effective public health strategies. Breastfeeding has the ability to increase a child's tolerance to all preventive therapies and is estimated to save 1.4 million lives in developing countries. Breastfed babies have a six-fold higher chance of survival in the first six months than non-breastfed babies. Acute respiratory infection and diarrhea, two giant infant killers, as well as the other infectious diseases, are reduced by breastmilk (Temoirokomalani et al., 2020).

One of the most efficient methods to guarantee a child's health and survival is through breastfeeding. However, contrary to WHO recommendations, fewer than half of infants under six months old are exclusively breastfed. Infants are best nourished by breast milk. This substance is both safe and hygienic. Additionally, it contains antibodies that protect against several prevalent childhood ailments. Breast milk is sufficient to provide all the energy and nutrients an infant requires during the first few months of life. As children grow, breast milk remains an essential source of nutrition, providing up to 50% of their dietary needs during the second half of their first year and up to one-third during their second year. Research suggests that breastfed infants are more likely to perform better on

intelligence tests, reduced risk of being overweight or obese, and a decreased chance of developing diabetes. According to the World Health Organization (WHO) in 2022, women who breastfeed are less likely to develop breast and ovarian cancers.

The World Health Organization advises that breastfeeding should be continued for at least two years or more. The importance of exclusive breastfeeding for both infants and mothers is globally recognized. Breast milk nourishes infants in the initial six months since it comprises all the necessary nutrients, such as vitamins and minerals. The World Health Organization (WHO) strongly advises breastfeeding for at least two years or more. Studies have shown that if children under two are breastfed optimally, it could save the lives of over 800,000 children under the age of 5 annually. Their study found that insufficient milk production was the most common reason for stopping breastfeeding, and the most common work-related reason was inadequate maternity leave (Al Ketbi et al., 2018).

Balugon et al. (2017) found that non-breastfed infants aged 0–5 months have a 5-fold increased risk of death from pneumonia and a 7-fold increased risk of death from diarrhea, compared with exclusively breastfed infants. Breastfeeding is essential for child survival and is the most efficient preventive intervention to lower child mortality rates. The findings suggest that the knowledge about breastfeeding was good, while attitude was fair among the respondents; the practice of breastfeeding among urban respondents was, however, low. The benefits of good practice should, therefore, serve as potential themes for educational campaigns. Government and nongovernmental agencies should focus on programs that improve attitudes and breastfeeding practices, especially among urban women.

In the study of Bala et al., 2020, the participants have good knowledge and attitude regarding feeding; however, the breastfeeding practices need to be in tune with their satisfactory knowledge, which points toward the gap in the education and counseling of women regarding breastfeeding. Breastfeeding is a fundamental factor influencing the long-term health of newborn babies and infants. Most of the mothers were breastfeeding, as they believed that cow's milk could

not replace the benefits of breast milk. Additionally, all of the mothers continued to breastfeed their babies even when they were sick. Most participants knew the significance of colostrum, although a few mistakenly believed that breastfeeding should be discontinued when the weaning process begins. They concluded that mothers should be counseled during the antenatal period, and all the misconceptions regarding breastfeeding should be appropriately addressed.

Gebretsadek et al. (2022) involve four hundred mothers who exclusively breastfed their children. About two-thirds of the mothers practiced EBF. Household head, maternal education, parity, breastfeeding information, knowledge of breastfeeding, and attitude towards EBF were significant determinants of EBF. The findings highlighted that programs that enhance women's participation in education and decision-making could improve EBF practice. Besides, during the COVID-19 pandemic, providing lactating mothers with adequate and up-to-date breastfeeding information could significantly improve EBF practice.

Sultana et al., 2022 found in their study that those evaluated mothers could not define breastfeeding accurately and needed to learn the benefits of breastfeeding for babies and mothers. More than half of the mothers reported feeling good about breastfeeding for six months, did not find difficulties breastfeeding exclusively for six months, and on-demand. Mothers held a positive view of exclusive breastfeeding but did not choose to breastfeed their children exclusively. Literate mothers tended to breastfeed more than illiterate mothers exclusively. Mothers with one baby were more likely to breastfeed exclusively than mothers with more than one baby.

Moreover, mothers with higher knowledge and favorable attitudes had more than two times and forty-three times the higher tendency of exclusive breastfeeding than others. They concluded that despite having satisfactory knowledge and attitude, breastfeeding among mothers could have been better. They recommend that interventions focus more on ensuring exclusive breastfeeding practice among mothers and improving their knowledge and attitudes. According to Horta et al. (2015), breastfeeding has clear short-term benefits for child health, reducing

mortality and morbidity from infectious diseases. In addition, babies exclusively breastfed during their early life stages have fewer gastrointestinal and allergic disease cases. Despite not being bottle-fed, they still grow at a similar rate to non-breastfed children. Studies suggest prolonged breastfeeding, especially in wealthy nations, is associated with better performance on intelligence assessments over time.

According to the most recent Family Health Survey, 92% of children in the Philippines aged 6–35 months old had been breastfed at some time, but only 27% were exclusively breastfed. A higher percentage of poor children than non-poor children were exclusively breastfed.

Exclusive breastfeeding is an essential strategy for improving child health. However, exclusive breastfeeding among employees needs to be improved in developing countries, including Ethiopia. In 2020, Mazengia and Demissie conducted a study in Mecha district, Amhara Region, Northwest Ethiopia, to evaluate the understanding and actions of working mothers regarding exclusive breastfeeding and its related factors. It revealed that the majority of participants had good knowledge. Only 38.5% of employed mothers breastfeed their babies exclusively. Specific predictors such as maternity leave, mothers' level of education, support from husbands, and actual time to return to work were statistically associated with exclusive breastfeeding. The number of predictors affected the knowledge and practice of employed mothers toward exclusive breastfeeding. Currently, the rate of exclusive breastfeeding among working mothers is relatively low. Providing flexible working hours to support and encourage breastfeeding mothers would be beneficial.

A study by Nukpezah et al. (2018) examined mothers' understanding and implementation of exclusive breastfeeding in the Tamale metropolis of Ghana. The findings indicated that only 39.4% of mothers initiated breastfeeding within the first hour after giving birth. Most participants had heard of EBF, and participants believed that EBF should be practiced for five months. Although all the participants had some educational background, most needed adequate knowledge of exclusive breastfeeding (EBF), and EBF practice needed to be higher. It was suggested that education

about EBF should be improved at child welfare clinics. Additionally, it was proposed that the media could serve as a helpful platform to educate women about the importance of EBF.

Tayo et al. (2022) found that breastfeeding remains poor despite a high prevalence of adequate knowledge among mothers of children in the facility. There is a need to support mothers to appropriately carry out good breastfeeding practices, especially for younger and unmarried mothers and those who deliver via cesarean section.

Rana et al. (2020) conducted a study to evaluate the understanding and habits regarding Exclusive Breastfeeding (EBF) among mothers with at least one child between 6-12 months old residing in rural areas of Rajshahi District, Bangladesh. The study also aimed to explore the correlation between EBF practices and various socioeconomic and demographic factors. Mothers aged 21 years and above know EBF and did not practice EBF compared to mothers below 20 years. Employed mothers were more likely to have practiced EBF than homemakers. Home delivery mothers were less likely to have practices of EBF than hospital delivery mothers. Mothers with monthly family incomes below 10,000 were less likely to have practiced EBF than their counterparts. The study found poor knowledge and practices on EBF. Education and EBF-related intervention could significantly increase good knowledge and practices on EBF among mothers. Malnutrition will be decreased if EBF is widely established in Bangladesh. It was found in the study by Asare et al. (2018) that awareness and knowledge about exclusive breastfeeding among mothers were high. Mothers were encouraged to breastfeed their newborns within the first hour after delivery and provide them with colostrum immediately after birth. Mothers aged 20–24 and 30–34 were more likely to practice exclusive breastfeeding. Mothers with tertiary education were less likely to practice EBF than those without. The breastfeeding guidelines in the Philippines adhere to the comprehensive plan of The Global Strategy for Infant and Young Child Feeding. This involves breastfeeding within the first hour of a baby's life, exclusively breastfeeding for six months, and providing sufficient and safe complementary food once the baby reaches six months. The Philippines has

committed and taken necessary steps, but the exclusive breastfeeding rate has remained stagnant. The latest rates show that just 34% of children under six months are exclusively breastfed. RA 10028, or the exclusive breastfeeding in the Philippines workforce law, encourages the protection and support of breastfeeding in the country (DOH, 2020).

- Theoretical/ Conceptual Framework

The study adopted the Interactive breastfeeding theory. It represents an open, interrelated, and iterative system of 11 concepts representing the breastfeeding process. The theory conceptualizes breastfeeding in a systemic, dynamic, and procedural aspect. Breastfeeding is a complex phenomenon subject to biological, psychological, cultural, social, economic, and political influences. According to the Interactive Theory of Breastfeeding, several factors affect a woman's decision to breastfeed, including her body image, availability of space for breastfeeding, the mother's role, organizational systems that promote and support breastfeeding, and family and social influences.

This study also adopted the "Human Caring" theory by Jean Watson. The theory focuses on the art and science of human caring. Watson believes nursing is fundamentally about caring, which should be the main priority and driving force behind all nursing practices. This theory offers a new way of conceptualizing and maximizing human-to-human transactions that occur in daily life (Udan, 2010).

- Statement of the Problem

This study determined the knowledge and practices of mothers in exclusive breastfeeding who come for a check-up in the health center in Villasis, Pangasinan. The focus was on addressing the following sub-problems:

1. What is the profile of the respondents in terms of their;
 - a. Age;
 - b. Civil status;
 - c. Highest educational attainment;
 - d. Area of assignment;
 - e. Status of employment;
 - f. Number of years as a policewoman;
 - g. Monthly family income, and
 - h. Number of children breastfed?

2. What are the factors affecting the exclusive breastfeeding practices of policewomen?;
 - a. Family-related;
 - b. Work-related; and
 - c. Perception?
3. What are the coping strategies utilized by the policewomen on exclusive breastfeeding?
4. What maternal wellness program can be proposed to increase awareness of exclusive breastfeeding?

II. METHODOLOGY

• Research Design and Strategy

The study utilized the qualitative as the research design. It determined the profiles of the mothers and their knowledge and practices on exclusive breastfeeding.

Qualitative research is more than just collecting and organizing data. It involves interpreting the meaning and significance of what is being described. This often includes comparing and contrasting measurements, classifications, interpretations, and evaluations. Therefore, description alone is not enough.

• Population and Locale of the Study

The study's respondents were the policewomen who utilized exclusive breastfeeding for their babies. The respondents were the policewomen assigned to the different police stations in Urdaneta, Villasis, and Binalonan, composed of 10 participants. They were those who utilized exclusive breastfeeding for their babies.

• Data Gathering Tools

The instrument used in gathering the data was a structured interview guide to dig deeper into the factors affecting exclusive breastfeeding among policewomen. In Part I, we discussed the demographics of the respondents. This included their age, marital status, level of education, work location, employment status, monthly family income, and number of children. Part II focused on the factors affecting exclusive breastfeeding among policewomen, and Part III on their coping strategies utilized.

• Data Gathering Procedure

The instrument used in gathering the data was a structured interview guide to dig deeper into the factors affecting exclusive breastfeeding among policewomen. In Part I, we looked at the demographic profile of the respondents, including their age and marital status, highest educational attainment, area of assignment, status of employment, monthly family income, and number of children. Part II focused on the factors affecting exclusive breastfeeding among policewomen, and Part III on their coping strategies utilized.

• Treatment of Data

The data gathered by the researcher were arranged in a qualitative method and expressed by narration. Afterward, the researcher arranged the questions and results of the interviews with the respondents. The data was analyzed by the researcher through the use of thematic analysis, which included identifying codes from the answers given by the respondents. The researcher narrated the statements of the respondents.

III. RESULTS AND DISCUSSION

In this chapter, we will examine, interpret, and display the data gathered from the study. Our goal is to explore the various factors that influence the extent of exclusive breastfeeding practices among policewomen.

The Participants' Profile

The participants of the study are composed of 10 Policewomen who are employed in different Police Stations in Urdaneta City (6), Villasis (2), and Binalonan (2). They are in different age groups. Those 41-50 years old are composed of six (6); 31-40 years old are composed of two (2), and those 20-30 years are composed of two (2).

For the civil status, the majority of them (9) were married, and only one was single.

Most of them have completed college (9), while one has earned a master's degree as their highest educational achievement.

For the status of employment, all of the 10 participants are permanent in their jobs.

With regards to their area of assignment, 2 of the policewomen were assigned to the Women and Child Protection Desk, one (!) in the Investigation Division, one (1) in the Plans section, one (1) in the Warrant section, one (1) in Police Community Relations Section, one (1) in Operations section, one (1) in Administrative section, and one (1) in Human Rights section.

Along with several years in service, five (5) of them had been in the service for 5-10 years, three (3) for 11-20 years, and two (2) for 21 years and above.

Regarding monthly family income, most (7) earn P30,000-P40,000, and three (3) earn P41,000-P50,000.

With regards to the number of children, six (6) of them had 1-2 children, three (3) for those with 3-4 children, and one (1) had more than five (5) children.

Factors affecting the exclusive breastfeeding among the Policewomen

Along with related factors, most respondents were supported by their husbands and family members. Except for two: one is a single mom with no husband to support her but has her mother to assist her in caring for and feeding her baby, and the other one, the husband is out of the country.

In terms of work-related factors, all of the participants encountered problems with continuous breastfeeding. All of them stopped breastfeeding after a few months because of the pressures and nature of their work since they had their duty for 24 hours.

Along with the perception of the benefits of breastfeeding, all the policewomen mothers knew the benefits of breastfeeding their babies. They were aware that it is nutritious for their baby, aside from giving them immunity and preventing childhood illnesses.

Coping Strategies of the Policewomen Mother.

Most mothers use big brassiere to support their breasts in this area since more milk is produced, especially during the first few months when they breastfeed. They also resort to taking medicine for pain when they

cannot bear the breast pain, especially at work. Multivitamins are taken to give them the strength and energy to perform their duties.

Theme 1 Factors affecting the exclusive breastfeeding practices

The researcher interviewed the respondents on a scheduled date and time to the participants. They stated that these incidents happened when their children were still breastfeeding while they went to work as a policewoman.

The researcher has identified themes and subthemes that were studied. Exclusive breastfeeding is essential to an infant's life because of its benefits for the mother and child.

SubTheme 1. Family-related

This pertains to the different factors that affect the exclusive breastfeeding practices of policewomen. This practice of exclusive breastfeeding often needs to be solved for the participants. They prefer to breastfeed their babies due to its advantages for both the mother and child. The data gathered showed the different factors that affect their exclusive breastfeeding practices.

Participant A- mentioned that her husband does not support her in the breastfeeding of her child. The husband is working abroad, and like that, their baby will bottle-fed. However, she insisted on breastfeeding because of her knowledge of the benefits of breastmilk. She has three breastfed children but breastfed for a year in her second and third child.

The Policewoman had narrated that she breastfed her children; however, the husband is not around in her family support, and the mother is sickly. Her sister assists in caring for her baby while she is at work.

According to Fisher, 2016, families play a crucial role in breastfeeding practices. Research has shown that women with support from their family, partner, and broader social network are more likely to initiate and continue breastfeeding. Nevertheless, healthcare providers only sometimes engage with families very effectively. Studies in diverse global settings have demonstrated the benefit of engaging partners and families in breastfeeding practices.

Participant B mentioned that the husband and her mother-in-law supported her in her exclusive breastfeeding. She has three breastfed children but stopped after more or less six months due to her work.

The Policewoman had the support of her husband and other family members in the care of her breastfeeding children. She wanted to complete the two years of breastfeeding, but she did not due to her worst ill need to be a policewoman. Lokat et al. 2020 mentioned that the family provided support for exclusive breastfeeding by taking care of the babies during work time.

Participant C mentioned that both of them, with her husband, is in the PNP. They were aware of exclusive breastfeeding. They have two children who were both breastfed.

She had the support of her family, including her mother. She breastfeeds her children, but due to the pressures of her job, she could not complete the two years of exclusive breastfeeding.

Participant D- This is a case of a Policewoman who has an inverted nipple but still practices breastfeeding. This is a case of a policewoman with an inverted nipple. She had the support of her family members. However, because of the condition of her breasts and the pressure of the work, she slowly stopped breastfeeding. She has no regrets because it is related to her work. Wilson, 2023 mentioned that all women know that their bodies come in different shapes and sizes, and the nipples are no exception. If you are one of the roughly 20 percent of women with flat or inverted nipples, you might be wondering how that might affect breastfeeding. The good news is that even if you have both or just one inverted nipple, breastfeeding is still very possible.

Participant E is a single mom who raised her child with her mother.

Being a single mom is a different story. The Policewoman needs someone to support her in caring for her child. However, since she is assigned far from their home, she relied on her mother using mil formula. Tayo et al.2022, there is a need to support mothers to appropriately carry out good breastfeeding

practices, especially for younger and unmarried mothers.

Sub Theme 2 Work related

This part dealt with the work-related factors that affect the exclusive breastfeeding practices of Policewomen. It includes those activities done by them to practice breastfeeding in the work.

Participant E- She resides just near the police station but still has a hard time breastfeeding her child.

As a policewoman, you need many adjustments, especially when the mother is breastfeeding. The work is still the priority to stay longer as a policewoman. The nearness of the residence is not a guarantee that she can breastfeed.

This is a case where there is no problem with the milk supply, but because of her work as a policewoman, she can hardly complete the exclusive breastfeeding due to work pressures.

Participant F mentioned using a breast pump in the workplace since milk flows from her breast if the milk is not expelled.

It is also necessary that the breast must be expressed so that breast pain will be minimized. This is one way to reduce pain, especially for mothers with a good breastmilk supply. As per the NHS (2022), breast engorgement occurs when your breasts become excessively full. This can result in stiffness, tightness, and pain.

In the early days, engorgement can be due to milk coming in. Newborns need feeding a little and often. The milk supply can take a few days to match the baby's needs.

Participant G- This is a case of a policewoman who did not use a breast pump while at work. She mentioned that she did not have a good supply of milk. Babies are expected to continue to be breastfed, but for some reason, breastfeeding the child will be discontinued. The Policewoman, as much as she wanted to breastfeed her child, but due to her work, she could not do it. According to Al Ketbi et al. (2018), the World Health Organization (WHO) suggests that breastfeeding should continue for at least two years or

more. As cited by Lokat et al. (2020), The informants perceived that occupation was not a barrier to providing exclusive breastfeeding, which contradicts the study's findings where being a policewoman hinders continuous breastfeeding.

C. Sub-theme 3- Perception

This part contains the perception of the policewomen on the importance and benefits of breastfeeding.

Participant H- The perception of this Policewoman is that she knows the advantages and benefits of breastfeeding a baby.

The mother is knowledgeable about the benefits of breastfeeding, which is why she practiced it despite the hindrances she encountered. Since her child was breastfed, she enjoyed the colostrum necessary for childhood immunity. It was found in the study by Asare et al. (2018) that awareness and knowledge about exclusive breastfeeding among mothers were high. After giving birth, mothers were encouraged to begin breastfeeding within the first hour and provide their newborns with colostrum.

Participant I- This is a case of a policewoman married to a nurse who knows a lot about the benefits of breastmilk.

The couple is knowledgeable about the benefits of breastfeeding, and they want their children to be breastfed because of its advantages. This finding contradicts the result of Sultana et al. (2022), where those evaluated mothers could not define breastfeeding accurately and did not know the benefits of breastfeeding for babies and mothers.

Participant J- This Policewoman knows the benefits of breastfeeding her child.

This Policewoman is knowledgeable about antibodies in breast milk since she consulted with her OB and was informed of the benefits of feeding her baby with breast milk. According to WHO (2022), breast milk is ideal for infants. Breast milk is a safe and hygienic source of antibodies against common childhood ailments. It supplies the necessary energy and nutrients a newborn requires during the initial few months.

D. Coping Strategies of policewomen in exclusive breastfeeding

This mother uses a brassiere to support her breasts, especially at work. It will be more comfortable if the bra being used is looser. The use of multivitamins will also be of importance to increase her resistance, given the fact that her work is much

The mother experienced breast pain brought about by the enlargement of her breast, and she took analgesics to relieve the pain, aside from using a supportive brassiere.

Proposed Maternal Wellness Program for Breastfeeding Policewomen

PROJECT KASUSO CARE

This proposed maternal wellness program will be introduced to breastfeeding, allowing Policewomen mothers in the Philippine National Police to have healthy babies through exclusive breastfeeding.

Program A- Support for Breastfeeding in the Workplace

This program will give time for Policewomen who are breastfeeding while at work. A breastfeeding room must be provided to express mothers' milk in the workplace.

Program B-Breastfeeding Counselling Program

This group of experts can give health counseling to mothers and would-be mothers to be aware of the government program on Exclusive Breastfeeding.

Program C-Allowing Family Members to bring baby to the workplace for breastfeeding

This allows a family member to bring the baby to the workplace for feeding, even for a few minutes to feed the baby. It also includes the incorporation of time to express milk

Program D-Breastfeeding Mothers Support Group

This will allow other mothers to be part of the group to have someone to support when needed. This will also give time to mothers to have their sessions or events to share their knowledge and experiences.

Program D-Health Promotion to improve healthy Lifestyles

This will involve the creation of BF Mothers' Circle, where they can invite experts to give them lectures on health so that they can be aware of essential matters on health, like healthy food options, health education, and workplace bullying.

Program E-Disease Management

This will involve putting up an on-site medical health center for employees in the workplace.

IV. CONCLUSIONS AND RECOMMENDATIONS

This chapter shows the conclusions and recommendations derived from the analysis and interpretations of the study's findings.

- Conclusions

Based on the narrations presented by the breastfeeding police officers, the following has been concluded.

Most of the participants were adults, in marital relationships, finished their Bachelor's degree, were assigned to different divisions in the Police Station with regular appointments, were in the service for long years, and earned high incomes.

The factors that affect their exclusive breastfeeding include family, work, and their perception of breastfeeding.

The participants cope with different strategies that protect their breasts, use of pain medications, and multivitamins.

The proposed Maternal Wellness Program is proposed for adaption and implementation.

- Recommendations

Based on the conclusions offered, the following are now recommended.

The participants must know that exclusive breastfeeding lasts at least two years. They must upgrade their qualifications for personal and professional development.

They must involve other family members in the care of their babies and must strictly adhere to the two years

prescribed for exclusive breastfeeding. They must enrich their knowledge of other facts about breastfeeding.

They can use other strategies to cope with the pressures of being a policewoman to improve their exclusive breastfeeding practices.

The proposed Maternal Wellness Program will be implemented to improve the wellness of policewomen. Future studies can be done using other variables of the study.

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