MISSION
Women in the workforce are vital to the nation’s economic security. The Women’s Bureau champions policies and standards that safeguard the interests of working women; advocates for the equality and economic security of women and their families; and promotes quality work environments.

OVERVIEW
Established on June 5, 1920, the Women’s Bureau is the only federal agency mandated to represent the needs of wage-earning women. For more than 100 years, we have been at the forefront of advocacy for working women.

We have been involved in the formulation of key legislation and policies such as the Fair Labor Standards Act of 1938, the Equal Pay Act of 1963, the Pregnancy Discrimination Act of 1978, and the Family and Medical Leave Act of 1993. We accomplish our mission through a combination of research and policy analysis, grant making, and education and outreach.

RESEARCH
Throughout its history, the Women’s Bureau has focused on documenting issues that impact working women. Our extensive research and analysis of these topics inform policy and program reforms that better support women in the workforce. Then, we work with an array of partners and stakeholders to effect change.

GRANTS
The Women’s Bureau carries out its mission in part through grant making. We manage the Women in Apprenticeship and Nontraditional Occupations (WANTO) and Fostering Access, Rights and Equity (FARE) grant programs. WANTO helps women enter Registered Apprenticeship programs and high-growth, high-wage STEM occupations. FARE helps women workers who are paid low wages access benefits and know their rights in the workplace.

We use data and policy analysis, grantmaking and national and state-based stakeholder engagement to drive changes in policy and practice that increase wage and wealth equity for women and people of color through:

• Improving pay and working conditions in key, female-dominated sectors
• Getting more women in pathways to high-wage jobs
• Expanding access to paid leave and affordable child and elder care
• Ensuring workers know and can exercise their rights in the workplace
• Eliminating pay inequity, and gender-based discrimination and harassment in the workplace
What rights do I have to take breaks to pump at work?

The Fair Labor Standards Act (FLSA) requires employers to provide eligible employees with reasonable break time to pump breast milk for her nursing child for one year after the child’s birth. Under the law, employers are required to allow eligible employees reasonable break time to pump whenever needed. Employers are also required to provide eligible employees with a private place to pump—space that is shielded from view, free from intrusion, and NOT in a bathroom.

However, the FLSA break time requirements apply only to certain employees. Talk to your employer to find out if you are among the workers eligible for break time to pump at work.

If employees are not eligible to take breaks to pump under the FLSA, they may be able to take breaks under state laws providing protections to nursing mothers.

Even if an employee is not eligible to take breaks to pump at work, an employer cannot retaliate against an employee for asking about their rights.

Where can I learn more?

If you need help determining whether you have the right to take breaks to pump at work, contact the U.S. Department of Labor’s Wage and Hour Division (WHD) for more information. To contact your local WHD office call the WHD toll-free information and helpline at 1-866-4USWAGE (1-866-487-9243).

Explore
https://www.dol.gov/agencies/wb/data