

breaks and 82 per cent of the remuneration is paid by sickness and indemnity insurance schemes. Similarly, in Estonia, breaks for feeding a child are included in working time and payment of average wages is made, not by the employer, but out of state funds.

Trends from 1994 to 2013 in nursing breaks provision

Drawing on legal data for the 136 countries with available information in 2013 and in 1994,¹⁰ the figures show a global increase in the provision of nursing breaks and a shift away from unpaid breaks towards paid breaks (see figure 6.2). Globally, the share of countries lacking this entitlement in national legislation in 1994 decreased from 32 to 24 per cent in 2013. Eleven new countries have granted nursing breaks, namely Belgium, Cuba, Cyprus, Jordan, Kuwait, Nepal, New Zealand, Sri Lanka and Sudan. The laws of the Philippines and the United States include the most recent changes, having introduced, respectively, paid and unpaid breaks in 2010. In contrast, Greece and Israel provided paid breaks in 1994, while this statutory provision was lacking in 2013.

Among the 136 countries surveyed, just 37 per cent provided paid breaks in 1994 but, by 2013, 71 per cent had enshrined this right in national legislation. This

trend towards the introduction of paid breaks was significant across regions, with the greatest change being in Africa, where just 47 per cent of countries with nursing breaks provided for these to be paid in 1994 but, by 2013, more than two-thirds (76 per cent) did. Cameroon, Ghana and Tanzania are among the countries introducing this entitlement.¹¹ Examples from other regions include Argentina, Bahrain, Brazil, Cambodia, France, Japan, Republic of Korea, the Russian Federation and Saudi Arabia.¹²

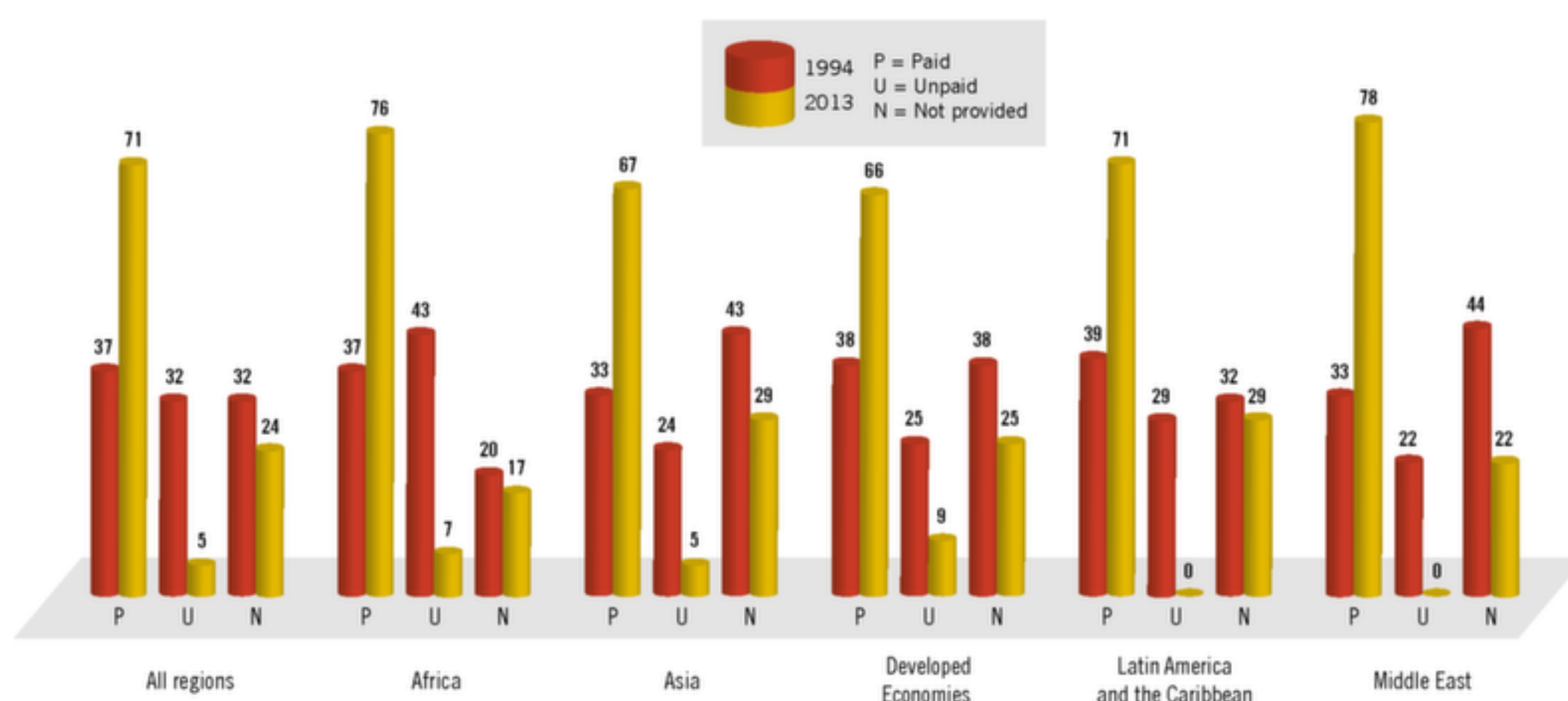
Number and duration of nursing breaks

The period during which nursing breaks or the reduction of daily hours of work are allowed, their number, the duration of nursing breaks and the procedures for the reduction of daily hours of work shall be determined by national law and practice.

Convention No. 183, Article 10(2)

Countries vary in terms of the number of daily nursing breaks and the amount time allotted for breastfeeding or pumping at the workplace. Often, legislative provisions provide for one hour or more, usually divided into two equal breaks,¹³ although two countries specify more frequent (but shorter) breaks.¹⁴ Most countries do not specify when the breaks can be taken while a

Figure 6.2 Statutory provision of paid nursing breaks, 1994 and 2013 (136 countries) (%)



Note: Figures may not add up to 100 per cent due to rounding.

Sources: *Conditions of work digest: Maternity and work* (ILO, 1994); ILO Working Conditions Laws Database – Maternity Protection. Available at: <http://www.ilo.org/travdatabase> [1 Apr. 2014]