

6.2 Nursing and childcare facilities

Where practicable, provision should be made for the establishment of facilities for nursing under adequate hygienic conditions at or near the workplace.

Recommendation No. 191, Paragraph 9

All measures compatible with national conditions and possibilities shall further be taken –

(a) to take account of the needs of workers with family responsibilities in community planning; and

(b) to develop or promote community services, public or private, such as child-care and family services and facilities.

Convention No. 156, Article 5

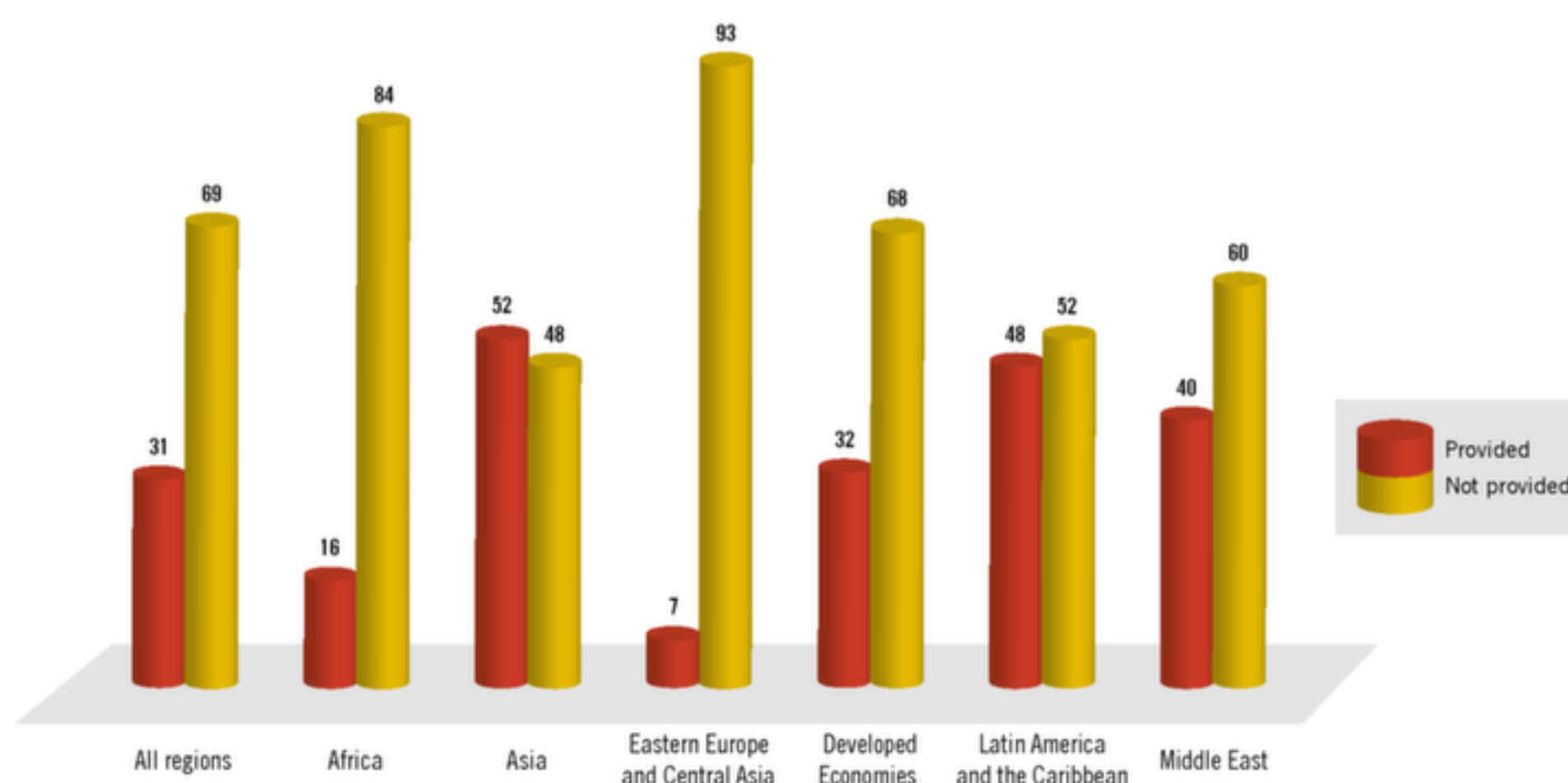
Recommendation No. 191 suggests that provision should be made for the establishment of facilities for nursing under “adequate hygienic conditions at or near the workplace”. Concerning the financing of such facilities, as formulated, Paragraph 9 of the Recommendation leaves open the question of whether such facilities should be established through public or private means (ILO, 1999).

In compliance with Recommendation No. 191, provisions on nursing facilities are present in the legislation

of just 50 countries (31 per cent) of the 159 with information on this issue in the ILO Working Conditions Law Database – Maternity Protection (see figure 6.4). The regions with the largest statutory supply are Asia, where half of the countries with data (12) do so, including Bangladesh, China, Indonesia, India and Viet Nam,²⁴ and Latin America, where 14 countries (48 per cent) have mandatory provisions, including Argentina, Brazil, Chile, Paraguay and the Bolivarian Republic of Venezuela.²⁵ Among the Developed Economies, the law of 11 countries (32 per cent) offers workplace nursing facilities (for example, France, the Netherlands, New Zealand and the United States).²⁶ In the Middle East, four countries (Kuwait, Saudi Arabia, Jordan and the Syrian Arab Republic) make such provision, while in Eastern Europe and Central Asia, only Azerbaijan’s legislation specifies this service. Finally, in Africa, eight countries (only 16 per cent) make provision for nursing facilities, including Egypt, Niger and Tunisia.²⁷

National legislative provisions on nursing facilities vary in the level of detail and guidance they enshrine. In Slovenia, employers are required to provide suitable rooms with beds for pregnant women and nursing mothers. In Colombia, every employer must establish, in premises adjacent to those where the mother works, a room for nursing or a suitable place for the care of

Figure 6.4 Provision of nursing facilities, 2013 (159 countries) (%)



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

Source: ILO Working Conditions Laws Database – Maternity Protection. Available at: <http://www.ilo.org/travdatabase> [1 Apr. 2014].