

provision of adequate training at various levels for the personnel needed to staff child-care and family services and facilities” (Paragraph V, 26(3)).

Notwithstanding the above challenges, the development of affordable and reliable social care services is crucial if the unpaid care work needs of workers with family responsibilities across the world are to be recognized, valued and addressed. Therefore, these services are increasingly viewed as integral to social protection

strategies and programmes aimed at enhancing the social and economic security and well-being of families, especially the most vulnerable (Kabeer, 2008; UNRISD, 2010) (see box 6.3). Additional efforts are required to extend the coverage of these services to low-income, single parents, indigenous groups and families where parents or children live with disabilities, in order to enhance their gender-transformative potential and improve the quality of jobs in the care sector.

Notes

1. For further information and resources, see ILO, 2012c, Module 10 Breastfeeding arrangements at work.

2. For a full review of the benefits of breastfeeding to children, mothers and families, see ILO 2012c, Module 10, Resource Sheet 10.1. Available at: <http://mprp.ilo.org/pages/en/> [1 Apr. 2014].

3. These include Botswana, Burundi, Côte d'Ivoire, Djibouti, Egypt, Gabon, Guinea-Bissau, Mauritius, Nigeria, Rwanda, Somalia, Sudan, Togo and Tunisia.

4. These are Afghanistan, Cambodia, China, India, Indonesia, Islamic Republic of Iran, , Republic of Korea, Lao People's Democratic Republic, Mongolia, Nepal, Papua New Guinea, the Philippines, Solomon Islands, Sri Lanka, Vanuatu and Viet Nam.

5. Namely Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Croatia, Kazakhstan, the Russian Federation, Tajikistan, The former Yugoslav Republic of Macedonia, Turkey and Uzbekistan.

6. These are Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Hungary, Ireland, Italy, Japan, Latvia, Lithuania, Luxembourg, Netherlands, New Zealand, Norway, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland and the United States.

7. Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay and the Bolivarian Republic of Venezuela.

8. These are Bahrain, Iraq, Jordan, Kuwait, Saudi Arabia, Syrian Arab Republic, United Arab Emirates and Yemen.

9. See *The Nordic Page*, available at <http://www.tnp.no/norway/panorama/3586-all-norwegian-women-to-be-paid-for-breastfeeding-breaks> [1 Apr. 2014].

10. Based on 136 countries for which information on breastfeeding breaks was available in the *Conditions of work digest: Maternity and work*, Vol. 13, 1994. The 1994 figures should be considered as references since some information may not have been available to the ILO at that date. Legal data on breastfeeding breaks in Eastern Europe and Central Asian regions were available only for Belarus, the Russian Federation and Turkey in both 1994 and 2013. Therefore, for the purposes of this analysis, the above countries are included in the Developed Countries region.

11. The others are Central African Republic, Comoros, Congo, Côte d'Ivoire, Djibouti, Gabon, Guinea-Bissau, Mauritania, Morocco, Nigeria, Rwanda, Senegal, Togo and Zimbabwe, all of which moved from unpaid to paid breaks between 1994 and 2013.

12. The other countries are Bolivia, Cambodia, Ecuador, Haiti, the Lao People's Democratic Republic, Mexico, Mongolia, Nicaragua, Romania, Spain, Sweden, Switzerland and the Bolivarian Republic of Venezuela.

13. Most countries with breastfeeding breaks provide two 30-minute breaks. A few countries (15) provide breaks totaling more than 60 minutes, namely Armenia, Austria, Bulgaria, Burkina Faso, Gabon, Hungary, Italy, Kuwait, Mongolia, Portugal, Romania, the Russian Federation, Somalia, Tanzania and The former Yugoslav Republic of Macedonia. A few countries that provide at least an hour in total do not provide guidance on how to divide the time: Benin, Bolivia, Burkina Faso, Cameroon, Chad, Chile, Côte d'Ivoire, Cuba, Guinea, Jordan, Kuwait, Lesotho, Libya, Madagascar, Mongolia, Niger, Peru, Rwanda, Solomon Islands, Tanzania and Togo. In the Netherlands, nursing mothers are entitled to breaks as often as needed (up to one-quarter of the working time) until their child is 9 months old.

14. In Nicaragua, the provision is 15 minutes every three hours. In the Dominican Republic, nursing mothers can take three 20-minute breaks per day until their child is 1 year old.

15. In Afghanistan, Armenia, Azerbaijan, Belarus, Estonia, Islamic Republic of Iran, Kazakhstan, Latvia, Lithuania, Nicaragua, the Russian Federation, Tajikistan and Uzbekistan, nursing mothers are entitled to take a nursing break every three hours.

16. In Bulgaria, nursing mothers who work more than seven hours a day are entitled to two one-hour breaks until their child is 8 months old. In Hungary, Italy, Romania, Portugal and Somalia, nursing mothers are entitled to two one-hour breaks until their child is 1 year old. In Austria, nursing mothers may take two 45-minute breaks.

17. In Costa Rica, the provision is 15 minutes every three hours or, if preferred, 30 minutes twice during the working day, unless a medical certificate states that only a shorter period of time is required. In Mauritius, women are entitled to a paid break of one hour, or two paid breaks of 30 minutes each, per day. In Chile, women are entitled to two 30-minute breaks until a child is 2, and they may not refuse this entitlement.