

**18.** In Cambodia, taking two 30-minute breaks (one in the morning and one in the afternoon) is subject to agreement with the employer.

**19.** In national legislation, duration of nursing breaks can either refer to number of weeks or months during which a woman can use breastfeeding breaks upon her return to work at the end of maternity leave or the total age of the child (usually expressed in months or years) up to which the mother can take this leave. For the purposes of this comparative review, the duration of nursing breaks included in national legislation was converted into months and calculated with reference to the age of the child.

**20.** They are entitled to a maximum of two breaks per day for a total of an hour or to shorten their workday by 30 minutes.

**21.** Until recently, Spain's law provided for fathers to take nursing breaks only when the mother was employed full time. However, a self-employed mother brought forward a case arguing that, as a self-employed worker, breastfeeding took away from her productivity, and the father should be allowed to share in the responsibility of feeding the child. The Galician High Court agreed, noting that, along with bottle feeding, nursing should be considered to be time devoted to the child, and the breaks as a means of reconciling work–family commitments. The case went on to the EU Court of Justice which confirmed the Galician's court approach. Spain has since changed its law to extend nursing breaks. See <http://curia.europa.eu/jcms/upload/docs/application/pdf/2010-09/cp100094en.pdf> [1 Apr. 2014].

**22.** Similar provisions are available in Cyprus, Estonia, Lithuania and Norway. In Spain, women can take one hour in two breaks for nine months after birth or they may take one half-hour off their normal working hours. Or, if they choose and it is allowed in a collective agreement, women can take all of the permitted breastfeeding leave at once as full working days.

**23.** These shall be fixed or distributed in the manner described by collective agreement, in the work rules or by agreement between the parties.

**24.** The others are Afghanistan, Cambodia, Islamic Republic of Iran, the Republic of Korea, Nepal, the Philippines and Sri Lanka.

**25.** The others are Bolivia, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua and Panama.

**26.** In addition to Belgium, Bulgaria, Greece, Latvia, Romania, Slovakia and Slovenia.

**27.** The others are Cameroon, Central African Republic, Libya, Madagascar and Morocco.

**28.** In Chile, establishments with 20 or more women workers shall have rooms adjoining and independent of the workplace, where women workers may go to breastfeed children younger than 2 years and leave these children while they are at work. In Cameroon, employers with more than 50 permanent female employees must provide a nursing room near the place of work. In Sri Lanka, employers with more than an unspecified number of women workers must establish a crèche for their employees' children under the age of 5.

**29.** The 1993 General Survey on Workers with Family Responsibilities also addresses the issue of accessible, affordable childcare services, which both men and women should be able to access on an equal footing; Available at: [http://www.ilo.org/public/libdoc/ilo/P/09661/09661\(1993-80-4B\).pdf](http://www.ilo.org/public/libdoc/ilo/P/09661/09661(1993-80-4B).pdf) [1 Apr. 2014].

**30.** In permanent places of employment with 50 employees or more, the employer shall set up, in or near the enterprise or work centre, a nursery where the employees' children may be left. In France, employers with more than 100 employees can be asked to install special breastfeeding rooms.

**31.** The return on investment depends on the specific situation of each firm, its industrial sector and staff structure (poorly/highly qualified, gender, etc.). The calculation took into consideration the costs of family-friendly measures (including informative support, individual/flexible working time arrangements, teleworking and support with childcare) as well as savings resulting from their implementation (particularly in reduced costs for bridging cover, staff replacement, turnover and reintegration). It did not take into account less tangible (but plausible) outcomes of family-friendly practices, such as increased staff motivation and identification with the business.