

Methodological notes***Entitlement to paid nursing breaks***

- PAID = women workers are entitled to daily breaks with pay to breastfeed or express breast milk.
- PAID OR REDUCTION = women workers are entitled to daily breaks or a reduction of working time with pay to breastfeed or express breast milk.
- UNPAID = women workers are entitled to daily breaks or a reduction of working time without pay to breastfeed or express breast milk.
- NOT PROVIDED = the law does not provide women workers with the right to daily breaks or a reduction of working time to breastfeed or express breast milk.
- *** = information is not available, could not be identified or is not applicable.

Breastfeeding mothers – Maternity Protection Convention, 2000 (No. 183), Article 10(1) and (2):

A woman shall be provided with the right to one or more daily breaks or a daily reduction of hours of work to breastfeed her child. [...] These breaks or the reduction of daily hours of work shall be counted as working time and remunerated accordingly.

This indicator determines whether the legislation provides women workers with the right to daily breaks or a daily reduction of working time in order to breastfeed their child or express breast milk to bottle-feed their child later. When the law allows workers to choose between paid breaks or a reduction of working time, this is indicated (“PAID OR REDUCTION”). The indicator also specifies whether this entitlement is paid. Unless the legislation explicitly provides that nursing breaks or reduction of working time are remunerated, they are considered as “UNPAID”.

Entitlement duration

- # = number of months during which nursing breaks or the reduction of daily hours of work are allowed by law.
- NOT SPECIFIED = breastfeeding breaks are provided, but the duration of the entitlement is not specified by law.
- *** = information is not available, could not be identified or is not applicable.

Breastfeeding mothers – Maternity Protection Convention, 2000 (No. 183), Art: 10(2):

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. [...].

This indicator measures the period during which women workers are entitled to daily breastfeeding breaks or a reduction of working time. In national legislation, the entitlement duration can either refer to the number of months during which a woman can use nursing breaks upon return to work at the end of maternity leave or to the age of the child (usually expressed in months or years) up to which the mother can avail herself of this entitlement. For comparative purposes, the duration of nursing breaks included in national legislation was converted into months and calculated with reference to the age of the child.

Number of daily nursing breaks

- # = number of statutory daily breaks to which workers are entitled in order to nurse their babies or express breast milk.
- NOT SPECIFIED = breastfeeding breaks are provided, but the number of breaks is not specified.
- EVERY 3 HOURS = breastfeeding breaks can be taken every three hours.
- *** = information is not available, could not be identified or is not applicable.

Breastfeeding mothers – Maternity Protection Convention, 2000 (No. 183), Article 10(2):

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. [...].

This indicator measures the number of daily nursing breaks as indicated by national legislation.

Nursing break duration

- # = statutory duration of each nursing break in minutes
- NOT SPECIFIED = breastfeeding breaks are provided, but the nursing break duration is not specified by law.
- *** = information is not available, could not be identified or is not applicable.

Breastfeeding mothers – Maternity Protection Convention, 2000 (No. 183), Article 10(2).

This indicator measures the statutory duration of each daily nursing break in minutes.