

Total daily duration

- # = total duration of daily nursing breaks or reduction of daily hours of work in minutes.
- NOT SPECIFIED = breastfeeding breaks are provided, but the total daily duration of nursing breaks is not specified.
- *** = 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 total daily duration of statutory nursing breaks or reduction of daily hours of work in minutes.

Nursing or childcare facilities

- ALL = employers are requested to provide nursing or childcare facilities at or near their workplaces (or a reimbursement of childcare costs) regardless of the number of workers.
- WOMEN/CHILDREN = employers are requested to provide facilities based on an undefined number of women workers or children, but there is no minimum number included in the legislation.
- #FW = employers with more than # number of female workers should provide for nursing or childcare facilities at their workplace (or a reimbursement of childcare costs).
- #W = employers with more than # number of workers, regardless of their sex, should provide for nursing or childcare facilities at their workplace (or a reimbursement of childcare costs).
- NOT PROVIDED = the provision of nursing or childcare facilities or reimbursement of childcare costs is not mandated by law.
- *** = information is not available, could not be identified or is not applicable.

Breastfeeding mothers – Maternity Protection Recommendation, 2000 (No. 191), Paragraph 9:

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

This indicator provides information on the statutory provision of workplace nursing or childcare facilities and the conditions under which their establishment is mandatory. Cases in which this provision is not included in the law on a mandatory basis are marked as “NOT PROVIDED”. In some countries, employers are mandated to provide facilities based on a statutory number of workers (indicated by “W”), both women and men, or only on a specified number

of female workers (indicated by “F”). In other instances, the legislation prescribes the creation of nursing or childcare facilities based on an unspecified number of workers, women or children (e.g., “many” women; “prescribed number of women”; “according to the number of children, with due regard to their age”). When the law mandates for the provision of “private rooms” with beds for pregnant and nursing mothers to rest, these are counted as nursing facilities. As an alternative to the provision of workplace facilities, the law can mandate the reimbursement of childcare costs (such as in Brazil and Viet Nam).

Notes

1. Burkina Faso: the setup of breastfeeding rooms is not mandatory. They can be created under conditions fixed by law upon the advice of the advisory Work Commission.
2. Libya: employers who employ women who have children should allocate places for children’s care.
3. China: a unit with “quite many” female workers and employees should, in accordance with relevant State stipulations, establish such self-run or jointly run facilities as clinics for women, rest-rooms for pregnant females, nursing rooms, nurseries and kindergartens.
4. Iran, Islamic Republic of: the Labour Code requires the employer to set up children’s care centres (such as day nurseries and kindergartens) according to the number of children, with due regard to their age.
5. Philippines: the breaks shall not be less than a total of 40 minutes for every eight-hour working period and shall include the time it takes an employee to get to and from the workplace lactation station.
6. Sri Lanka: the employer of more than a prescribed number of women workers in any trade shall establish and maintain, in accordance with the appropriate regulations, a crèche for children under 5 years of age, and shall allow any woman worker who has in her care a child or children under the age of 5, to leave such child or children in the crèche during the hours when she is required to work for her employer.
7. Austria: the competent administrative authority may order that breastfeeding facilities be established, if the circumstances so demand in individual cases.
8. Greece: no legal provisions on breastfeeding breaks could be identified, although Act No. 1483 of 1983 establishes a duty on the head of industrial enterprises or farms with more than 300 employees to provide adequate facilities for breastfeeding.
9. Israel: a female employee who is prohibited from working at certain jobs by law because of her breastfeeding is entitled to be excused from work and this