

absence is treated as leave without pay for all intents and purposes (i.e., the employee's seniority rights are not preserved during such absence).

10. Latvia: if pregnant women or women in the period following childbirth (up to one year) are employed, they shall be provided with the possibility of lying down to rest in suitable conditions in conformity with the hygiene requirements. For women who are breastfeeding, the conditions referred to shall be ensured during the whole period of breastfeeding.
11. New Zealand: breastfeeding breaks will only be paid if agreed between the parties.
12. Slovakia: an employer shall be obliged to establish, maintain and improve the level of social facilities and personal sanitation facilities for women.
13. Slovenia: the employer shall provide suitable rooms, with beds for pregnant and nursing mothers to rest. Pregnant and nursing mothers must also be able to lie down in rooms with beds if so required for medical reasons.
14. United Kingdom: there is no statutory provision of breastfeeding breaks. According to the official website of the Health and Safety Executive, there are no legal restrictions on breastfeeding at work or any time limit for doing so. This is something for the worker to decide but it should not prevent her from returning to work. In this case, it is also advised that a written notification is sent to the employer prior to return to work, so that a healthy, safe and suitable environment can be provided. *Nursing facilities*: the employer may provide a private, healthy and safe environment to express and store milk, although there is no legal requirement for them to do so. However, the employer is legally required to provide "somewhere" for pregnant and breastfeeding mothers to rest and, where necessary, this should include somewhere to lie down.
15. Azerbaijan: if women with children under the age of 18 months encounter difficulties in connection with feeding the child, the employer, at the woman's request, shall transfer her to lighter work or provide the necessary facilities for breastfeeding.
16. Argentina: the Act No. 26873 of 3 July 2013 concerning the promotion of breastfeeding provides for the promotion of regulations for the protection of nursing working mothers and the establishment of nursing facilities at the workplace.
17. Ecuador: women who are nursing their child shall benefit from a working day of six hours.

#### Sources

All information in the table is based on data available as of December 2013 in the ILO Working Conditions Laws Database – Maternity Protection following the 2011–12 update (available at: <http://www.ilo.org/travdatabase> [5 Apr. 2014]) and the *Conditions of work digest: Maternity and work* (ILO, 1994), except for:

- Argentina: Law No. 26873 of August 2013 *Salud Pública. Lactancia Materna. Promoción y Concientización Pública*, available at <http://aldiaargentina.microjuris.com/2013/08/07/ley-26873-salud-publica-lactancia-materna-promocion-y-concientizacion-publica/> [5 Apr. 2014]
- Philippines: Expanded Breastfeeding Promotion Act of 2009 (No. 10028), available at: [http://www.lawphil.net/statutes/repacts/ra2010/ra\\_10028\\_2010.html](http://www.lawphil.net/statutes/repacts/ra2010/ra_10028_2010.html) [5 Apr. 2014].