

# Good Practices

## Providing support to working mothers

Most countries have law that specifically address working mothers. The Cambodian labour law requires employers that employ over 100 women to establish and run an operational nursing room and day care centre. Following these laws ensures high morale among workers and a good reputation among buyers. The provision of a nursing room and a day care centre provides a positive environment for mothers returning to the workforce.

### Good practices for establishing breastfeeding and childcare facilities

- Provide 90 days (three months) paid maternity leave to working mothers who have at least one year of seniority (Figure 1).
- Allow employees returning from maternity leave to do only light work during the first two months back at work.
- Ensure that all pregnant workers have full job security.
- Provide one hour of paid breastfeeding breaks each day to breastfeeding women for the first year of their child's life. This hour break can be flexible (Figure 2).
- Provide nursing facilities and a day care centre at the workplace (Figure 3).
- Encourage co-workers and management to have an accepting and supportive attitude towards breastfeeding (Figure 2).



Figure 1



Figure 2

Photo: UNICEF

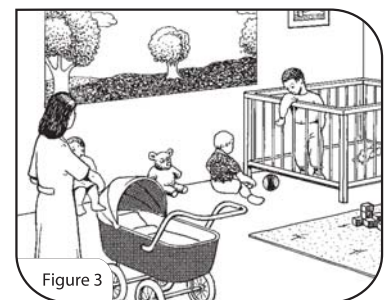


Figure 3

### Benefits:

- ✓ Mothers who exclusively breastfeed for the first six months of a baby's life have healthier and happier babies
- ✓ Mothers of healthy babies worry less, motivating them to be more productive
- ✓ Breastfeeding women are less likely to be absent from work
- ✓ Well supported working mothers are more likely to return to work after maternity leave. This enables employers to keep trained, experienced and motivated workers with strong loyalty to the employer

### How:

- ✓ Provide space for mothers to breastfeed their children on-site: use a vacant room which is silent and private
- ✓ Keep the environment of the nursing room and daycare center clean and safe
- ✓ Agree with the employee on a clear schedule of breaks in advance

### Cost:

**\$ - \$\$**

\$ Low cost

\$\$ Moderate cost

\$\$\$ High cost