

Maternity Protection at Work *A Breastfeeding Perspective*



Mothers' Right to Work, Workers' Right to Motherhood!

Tools for Action



- Texts of C183 and R191
- Text of C184
- Women, Work and Breastfeeding: Everyone Benefits!
The Mother-friendly Workplace Initiative Action Folder
- Innocenti Declaration
- Steps towards a People-friendly Workplace
- WHA Decisions on Infant and Young Child Feeding
with a Focus on Maternity Protection at Work
- UNICEF Statement to the ILO Conference 2000
- WHO Statement to the ILO Conference 2000
- Every Woman's Right to Breastfeed
- Breastfeeding: Who Benefits? Who Pays?
- Maternity Entitlements that fully support Breastfeeding
- Breastfeeding and the Workplace
- Fourth World Conference on Women 1995, Beijing
Platform for Action

INTERNATIONAL LABOUR CONFERENCE

Convention 184

CONVENTION CONCERNING SAFETY AND HEALTH IN AGRICULTURE

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 89th Session on 5 June 2001, and

Noting the principles embodied in the relevant international labour Conventions and Recommendations, in particular the Plantations Convention and Recommendation, 1958, the Employment Injury Benefits Convention and Recommendation, 1964, the Labour Inspection (Agriculture) Convention and Recommendation, 1969, the Occupational Safety and Health Convention and Recommendation, 1981, the Occupational Health Services Convention and Recommendation, 1985, and the Chemicals Convention and Recommendation, 1990, and

Stressing the need for a coherent approach to agriculture and taking into consideration the wider framework of the principles embodied in other ILO instruments applicable to the sector, in particular the Freedom of Association and Protection of the Right to Organise Convention, 1948, the Right to Organise and Collective Bargaining Convention, 1949, the Minimum Age Convention, 1973, and the Worst Forms of Child Labour Convention, 1999, and

Noting the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy as well as the relevant codes of practice, in particular the code of practice on recording and notification of occupational accidents and diseases, 1996, and the code of practice on safety and health in forestry work, 1998, and

Having decided upon the adoption of certain proposals with regard to safety and health in agriculture, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this twenty-first day of June of the year two thousand and one the following Convention, which may be cited as the Safety and Health in Agriculture Convention, 2001.

I. SCOPE

Article 1

For the purpose of this Convention the term "agriculture" covers agricultural and forestry activities carried out in agricultural undertakings including crop production, forestry activities, animal husbandry and insect raising, the primary processing of agricultural and animal products by or on behalf of the operator of the undertaking as well as the use and maintenance of machinery, equipment, appliances, tools, and agricultural installations, including any process, storage, operation or transportation in an agricultural undertaking, which are directly related to agricultural production.

Article 2

For the purpose of this Convention the term "agriculture" does not cover:

- (a) subsistence farming;
- (b) industrial processes that use agricultural products as raw material and the related services; and
- (c) the industrial exploitation of forests.

Article 3

1. The competent authority of a Member which ratifies the Convention, after consulting the representative organizations of employers and workers concerned:

- (a) may exclude certain agricultural undertakings or limited categories of workers from the application of this Convention or certain provisions thereof, when special problems of a substantial nature arise; and
- (b) shall, in the case of such exclusions, make plans to cover progressively all undertakings and all categories of workers.

2. Each Member shall list, in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organization, any exclusions made in pursuance of paragraph 1(a) of this Article giving the reasons for such exclusion. In subsequent reports, it shall describe the measures taken with a view to extending progressively the provisions of the Convention to the workers concerned.

II. GENERAL PROVISIONS

Article 4

1. In the light of national conditions and practice and after consulting the representative organizations of employers and workers concerned, Members shall formulate, carry out and periodically review a coherent national policy on safety and health in agriculture. This policy shall have the aim of preventing accidents and injury to health arising out of, linked with, or occurring in the course of work, by eliminating, minimizing or controlling hazards in the agricultural working environment.

2. To this end, national laws and regulations shall:

- (a) designate the competent authority responsible for the implementation of the policy and for the enforcement of national laws and regulations on occupational safety and health in agriculture;
- (b) specify the rights and duties of employers and workers with respect to occupational safety and health in agriculture; and
- (c) establish mechanisms of inter-sectoral coordination among relevant authorities and bodies for the agricultural sector and define their functions and responsibilities, taking into account their complementarity and national conditions and practices.

3. The designated competent authority shall provide for corrective measures and appropriate penalties in accordance with national laws and regulations, including, where appropriate, the suspension or restriction of those agricultural activities which pose an imminent risk to the safety and health of workers, until the conditions giving rise to the suspension or restriction have been corrected.

Article 5

1. Members shall ensure that an adequate and appropriate system of inspection for agricultural workplaces is in place and is provided with adequate means.

2. In accordance with national legislation, the competent authority may entrust certain inspection functions at the regional or local level, on an auxiliary basis, to appropriate government services, public institutions, or private institutions under

government control, or may associate these services or institutions with the exercise of such functions.

III. PREVENTIVE AND PROTECTIVE MEASURES

GENERAL

Article 6

1. In so far as is compatible with national laws and regulations, the employer shall have a duty to ensure the safety and health of workers in every aspect related to the work.

2. National laws and regulations or the competent authority shall provide that whenever in an agricultural workplace two or more employers undertake activities, or whenever one or more employers and one or more self-employed persons undertake activities, they shall cooperate in applying the safety and health requirements. Where appropriate, the competent authority shall prescribe general procedures for this collaboration.

Article 7

In order to comply with the national policy referred to in Article 4 of the Convention, national laws and regulations or the competent authority shall provide, taking into account the size of the undertaking and the nature of its activity, that the employer shall:

- (a) carry out appropriate risk assessments in relation to the safety and health of workers and, on the basis of these results, adopt preventive and protective measures to ensure that under all conditions of their intended use, all agricultural activities, workplaces, machinery, equipment, chemicals, tools and processes under the control of the employer are safe and comply with prescribed safety and health standards;
- (b) ensure that adequate and appropriate training and comprehensible instructions on safety and health and any necessary guidance or supervision are provided to workers in agriculture, including information on the hazards and risks associated with their work and the action to be taken for their protection, taking into account their level of education and differences in language; and
- (c) take immediate steps to stop any operation where there is an imminent and serious danger to safety and health and to evacuate workers as appropriate.

Article 8

1. Workers in agriculture shall have the right:

- (a) to be informed and consulted on safety and health matters including risks from new technologies;
- (b) to participate in the application and review of safety and health measures and, in accordance with national law and practice, to select safety and health representatives and representatives in safety and health committees; and
- (c) to remove themselves from danger resulting from their work activity when they have reasonable justification to believe there is an imminent and serious risk to their safety and health and so inform their supervisor immediately. They shall not be placed at any disadvantage as a result of these actions.

2. Workers in agriculture and their representatives shall have the duty to comply with the prescribed safety and health measures and to cooperate with employers in order for the latter to comply with their own duties and responsibilities.

3. The procedures for the exercise of the rights and duties referred to in paragraphs 1 and 2 shall be established by national laws and regulations, the competent authority, collective agreements or other appropriate means.

4. Where the provisions of this Convention are implemented as provided for by paragraph 3, there shall be prior consultation with the representative organizations of employers and workers concerned.

MACHINERY SAFETY AND ERGONOMICS

Article 9

1. National laws and regulations or the competent authority shall prescribe that machinery, equipment, including personal protective equipment, appliances and hand tools used in agriculture comply with national or other recognized safety and health standards and be appropriately installed, maintained and safeguarded.

2. The competent authority shall take measures to ensure that manufacturers, importers and suppliers comply with the standards referred to in paragraph 1 and provide adequate and appropriate information, including hazard warning signs, in the official language or languages of the user country, to the users and, on request, to the competent authority.

3. Employers shall ensure that workers receive and understand the safety and health information supplied by manufacturers, importers and suppliers.

Article 10

National laws and regulations shall prescribe that agricultural machinery and equipment shall:

- (a) only be used for work for which they are designed, unless a use outside of the initial design purpose has been assessed as safe in accordance with national law and practice and, in particular, shall not be used for human transportation, unless designed or adapted so as to carry persons; and
- (b) be operated by trained and competent persons, in accordance with national law and practice.

HANDLING AND TRANSPORT OF MATERIALS

Article 11

1. The competent authority, after consulting the representative organizations of employers and workers concerned, shall establish safety and health requirements for the handling and transport of materials, particularly on manual handling. Such requirements shall be based on risk assessment, technical standards and medical opinion, taking account of all the relevant conditions under which the work is performed in accordance with national law and practice.

2. Workers shall not be required or permitted to engage in the manual handling or transport of a load which by reason of its weight or nature is likely to jeopardize their safety or health.

SOUND MANAGEMENT OF CHEMICALS

Article 12

The competent authority shall take measures, in accordance with national law and practice, to ensure that:

- (a) there is an appropriate national system or any other system approved by the competent authority establishing specific criteria for the importation, classification, packaging and labelling of chemicals used in agriculture and for their banning or restriction;
- (b) those who produce, import, provide, sell, transfer, store or dispose of chemicals used in agriculture comply with national or other recognized safety and health standards, and provide adequate and appropriate information to the users in the appropriate official language or languages of the country and, on request, to the competent authority; and
- (c) there is a suitable system for the safe collection, recycling and disposal of chemical waste, obsolete chemicals and empty containers of chemicals so as to avoid their use for other purposes and to eliminate or minimize the risks to safety and health and to the environment.

Article 13

1. National laws and regulations or the competent authority shall ensure that there are preventive and protective measures for the use of chemicals and handling of chemical waste at the level of the undertaking.

2. These measures shall cover, inter alia:

- (a) the preparation, handling, application, storage and transportation of chemicals;
- (b) agricultural activities leading to the dispersion of chemicals;
- (c) the maintenance, repair and cleaning of equipment and containers for chemicals; and
- (d) the disposal of empty containers and the treatment and disposal of chemical waste and obsolete chemicals.

ANIMAL HANDLING AND PROTECTION AGAINST BIOLOGICAL RISKS

Article 14

National laws and regulations shall ensure that risks such as those of infection, allergy or poisoning are prevented or kept to a minimum when biological agents are handled, and activities involving animals, livestock and stabling areas, comply with national or other recognized health and safety standards.

AGRICULTURAL INSTALLATIONS

Article 15

The construction, maintenance and repairing of agricultural installations shall be in conformity with national laws, regulations and safety and health requirements.

IV. OTHER PROVISIONS

YOUNG WORKERS AND HAZARDOUS WORK

Article 16

1. The minimum age for assignment to work in agriculture which by its nature or the circumstances in which it is carried out is likely to harm the safety and health of young persons shall not be less than 18 years.

2. The types of employment or work to which paragraph 1 applies shall be determined by national laws and regulations or by the competent authority, after consultation with the representative organizations of employers and workers concerned.

3. Notwithstanding paragraph 1, national laws or regulations or the competent authority may, after consultation with the representative organizations of employers and workers concerned, authorize the performance of work referred to in that paragraph as from 16 years of age on condition that appropriate prior training is given and the safety and health of the young workers are fully protected.

TEMPORARY AND SEASONAL WORKERS

Article 17

Measures shall be taken to ensure that temporary and seasonal workers receive the same safety and health protection as that accorded to comparable permanent workers in agriculture.

WOMEN WORKERS

Article 18

Measures shall be taken to ensure that the special needs of women agricultural workers are taken into account in relation to pregnancy, breastfeeding and reproductive health.

WELFARE AND ACCOMMODATION FACILITIES

Article 19

National laws and regulations or the competent authority shall prescribe, after consultation with the representative organizations of employers and workers concerned:

- (a) the provision of adequate welfare facilities at no cost to the worker; and
- (b) the minimum accommodation standards for workers who are required by the nature of the work to live temporarily or permanently in the undertaking.

WORKING TIME ARRANGEMENTS

Article 20

Hours of work, night work and rest periods for workers in agriculture shall be in accordance with national laws and regulations or collective agreements.

COVERAGE AGAINST OCCUPATIONAL INJURIES AND DISEASES

Article 21

1. In accordance with national law and practice, workers in agriculture shall be covered by an insurance or social security scheme against fatal and non-fatal occupational injuries and diseases, as well as against invalidity and other work-related health risks, providing coverage at least equivalent to that enjoyed by workers in other sectors.

2. Such schemes may either be part of a national scheme or take any other appropriate form consistent with national law and practice.

FINAL PROVISIONS

Article 22

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 23

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.

2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

Article 24

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 25

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and acts of denunciation communicated by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention shall come into force.

Article 26

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

Article 27

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 28

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides —

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 24 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 29

The English and French versions of the text of this Convention are equally authoritative.

INTERNATIONAL LABOUR CONFERENCE

Recommendation 191

RECOMMENDATION CONCERNING THE REVISION OF THE MATERNITY PROTECTION RECOMMENDATION, 1952

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 88th Session on 30 May 2000, and

Having decided upon the adoption of certain proposals with regard to maternity protection, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Maternity Protection Convention, 2000 (hereinafter referred to as "the Convention"),

adopts this fifteenth day of June of the year two thousand the following Recommendation, which may be cited as the Maternity Protection Recommendation, 2000.

MATERNITY LEAVE

1. (1) Members should endeavour to extend the period of maternity leave referred to in Article 4 of the Convention to at least 18 weeks.

(2) Provision should be made for an extension of the maternity leave in the event of multiple births.

(3) To the extent possible, measures should be taken to ensure that the woman is entitled to choose freely the time at which she takes any non-compulsory portion of her maternity leave, before or after childbirth.

BENEFITS

2. Where practicable, and after consultation with the representative organizations of employers and workers, the cash benefits to which a woman is entitled during leave referred to in Articles 4 and 5 of the Convention should be raised to the full amount of the woman's previous earnings or of such of those earnings as are taken into account for the purpose of computing benefits.

3. To the extent possible, the medical benefits provided for in Article 6, paragraph 7, of the Convention should include:

- (a) care given in a doctor's office, at home or in a hospital or other medical establishment by a general practitioner or a specialist;
- (b) maternity care given by a qualified midwife or by another maternity service at home or in a hospital or other medical establishment;
- (c) maintenance in a hospital or other medical establishment;
- (d) any necessary pharmaceutical and medical supplies, examinations and tests prescribed by a medical practitioner or other qualified person; and
- (e) dental and surgical care.

FINANCING OF BENEFITS

4. Any contribution due under compulsory social insurance providing maternity benefits and any tax based upon payrolls which is raised for the purpose of providing such benefits, whether paid by both the employer and the employees or by the employer, should be paid in respect of the total number of men and women employed, without distinction of sex.

EMPLOYMENT PROTECTION AND NON-DISCRIMINATION

5. A woman should be entitled to return to her former position or an equivalent position paid at the same rate at the end of her leave referred to in Article 5 of the Convention. The period of leave referred to in Articles 4 and 5 of the Convention should be considered as a period of service for the determination of her rights.

HEALTH PROTECTION

6. (1) Members should take measures to ensure assessment of any workplace risks related to the safety and health of the pregnant or nursing woman and her child. The results of the assessment should be made available to the woman concerned.

(2) In any of the situations referred to in Article 3 of the Convention or where a significant risk has been identified under subparagraph (1) above, measures should be taken to provide, on the basis of a medical certificate as appropriate, an alternative to such work in the form of:

- (a) elimination of risk;
- (b) an adaptation of her conditions of work;
- (c) a transfer to another post, without loss of pay, when such an adaptation is not feasible; or

- (d) paid leave, in accordance with national laws, regulations or practice, when such a transfer is not feasible.

(3) Measures referred to in subparagraph (2) should in particular be taken in respect of:

- (a) arduous work involving the manual lifting, carrying, pushing or pulling of loads;
- (b) work involving exposure to biological, chemical or physical agents which represent a reproductive health hazard;
- (c) work requiring special equilibrium;
- (d) work involving physical strain due to prolonged periods of sitting or standing, to extreme temperatures, or to vibration.

(4) A pregnant or nursing woman should not be obliged to do night work if a medical certificate declares such work to be incompatible with her pregnancy or nursing.

(5) The woman should retain the right to return to her job or an equivalent job as soon as it is safe for her to do so.

(6) A woman should be allowed to leave her workplace, if necessary, after notifying her employer, for the purpose of undergoing medical examinations relating to her pregnancy.

BREASTFEEDING MOTHERS

7. On production of a medical certificate or other appropriate certification as determined by national law and practice, the frequency and length of nursing breaks should be adapted to particular needs.

8. Where practicable and with the agreement of the employer and the woman concerned, it should be possible to combine the time allotted for daily nursing breaks to allow a reduction of hours of work at the beginning or at the end of the working day.

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

RELATED TYPES OF LEAVE

10. (1) In the case of the death of the mother before the expiry of postnatal leave, the employed father of the child should be entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave.

(2) In the case of sickness or hospitalization of the mother after childbirth and before the expiry of postnatal leave, and where the mother cannot look after the child, the employed father of the child should be entitled to leave of a

duration equal to the unexpired portion of the postnatal maternity leave, in accordance with national law and practice, to look after the child.

(3) The employed mother or the employed father of the child should be entitled to parental leave during a period following the expiry of maternity leave.

(4) The period during which parental leave might be granted, the length of the leave and other modalities, including the payment of parental benefits and the use and distribution of parental leave between the employed parents, should be determined by national laws or regulations or in any manner consistent with national practice.

(5) Where national law and practice provide for adoption, adoptive parents should have access to the system of protection offered by the Convention, especially regarding leave, benefits and employment protection.

INTERNATIONAL LABOUR CONFERENCE

Convention 183

**CONVENTION CONCERNING THE
REVISION OF THE MATERNITY PROTECTION
CONVENTION (REVISED), 1952**

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 88th Session on 30 May 2000, and

Noting the need to revise the Maternity Protection Convention (Revised), 1952, and the Maternity Protection Recommendation, 1952, in order to further promote equality of all women in the workforce and the health and safety of the mother and child, and in order to recognize the diversity in economic and social development of Members, as well as the diversity of enterprises, and the development of the protection of maternity in national law and practice, and

Noting the provisions of the Universal Declaration of Human Rights (1948), the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (1979), the United Nations Convention on the Rights of the Child (1989), the Beijing Declaration and Platform for Action (1995), the International Labour Organization's Declaration on Equality of Opportunity and Treatment for Women Workers (1975), the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998), as well as the international labour Conventions and Recommendations aimed at ensuring equality of opportunity and treatment for men and women workers, in particular the Convention concerning Workers with Family Responsibilities, 1981, and

Taking into account the circumstances of women workers and the need to provide protection for pregnancy, which are the shared responsibility of government and society, and

Having decided upon the adoption of certain proposals with regard to the revision of the Maternity Protection Convention (Revised), 1952, and Recommendation, 1952, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this fifteenth day of June of the year two thousand the following Convention, which may be cited as the Maternity Protection Convention, 2000.

SCOPE

Article 1

For the purposes of this Convention, the term "woman" applies to any female person without discrimination whatsoever and the term "child" applies to any child without discrimination whatsoever.

Article 2

1. This Convention applies to all employed women, including those in atypical forms of dependent work.

2. However, each Member which ratifies this Convention may, after consulting the representative organizations of employers and workers concerned, exclude wholly or partly from the scope of the Convention limited categories of workers when its application to them would raise special problems of a substantial nature.

3. Each Member which avails itself of the possibility afforded in the preceding paragraph shall, in its first report on the application of the Convention under article 22 of the Constitution of the International Labour Organization, list the categories of workers thus excluded and the reasons for their exclusion. In its subsequent reports, the Member shall describe the measures taken with a view to progressively extending the provisions of the Convention to these categories.

HEALTH PROTECTION

Article 3

Each Member shall, after consulting the representative organizations of employers and workers, adopt appropriate measures to ensure that pregnant or breastfeeding women are not obliged to perform work which has been determined by the competent authority to be prejudicial to the health of the mother or the child, or where an assessment has established a significant risk to the mother's health or that of her child.

MATERNITY LEAVE

Article 4

1. On production of a medical certificate or other appropriate certification, as determined by national law and practice, stating the presumed date of

childbirth, a woman to whom this Convention applies shall be entitled to a period of maternity leave of not less than 14 weeks.

2. The length of the period of leave referred to above shall be specified by each Member in a declaration accompanying its ratification of this Convention.

3. Each Member may subsequently deposit with the Director-General of the International Labour Office a further declaration extending the period of maternity leave.

4. With due regard to the protection of the health of the mother and that of the child, maternity leave shall include a period of six weeks' compulsory leave after childbirth, unless otherwise agreed at the national level by the government and the representative organizations of employers and workers.

5. The prenatal portion of maternity leave shall be extended by any period elapsing between the presumed date of childbirth and the actual date of childbirth, without reduction in any compulsory portion of postnatal leave.

LEAVE IN CASE OF ILLNESS OR COMPLICATIONS

Article 5

On production of a medical certificate, leave shall be provided before or after the maternity leave period in the case of illness, complications or risk of complications arising out of pregnancy or childbirth. The nature and the maximum duration of such leave may be specified in accordance with national law and practice.

BENEFITS

Article 6

1. Cash benefits shall be provided, in accordance with national laws and regulations, or in any other manner consistent with national practice, to women who are absent from work on leave referred to in Articles 4 or 5.

2. Cash benefits shall be at a level which ensures that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living.

3. Where, under national law or practice, cash benefits paid with respect to leave referred to in Article 4 are based on previous earnings, the amount of such benefits shall not be less than two-thirds of the woman's previous earnings or of such of those earnings as are taken into account for the purpose of computing benefits.

4. Where, under national law or practice, other methods are used to determine the cash benefits paid with respect to leave referred to in Article 4, the

amount of such benefits shall be comparable to the amount resulting on average from the application of the preceding paragraph.

5. Each Member shall ensure that the conditions to qualify for cash benefits can be satisfied by a large majority of the women to whom this Convention applies.

6. Where a woman does not meet the conditions to qualify for cash benefits under national laws and regulations or in any other manner consistent with national practice, she shall be entitled to adequate benefits out of social assistance funds, subject to the means test required for such assistance.

7. Medical benefits shall be provided for the woman and her child in accordance with national laws and regulations or in any other manner consistent with national practice. Medical benefits shall include prenatal, childbirth and postnatal care, as well as hospitalization care when necessary.

8. In order to protect the situation of women in the labour market, benefits in respect of the leave referred to in Articles 4 and 5 shall be provided through compulsory social insurance or public funds, or in a manner determined by national law and practice. An employer shall not be individually liable for the direct cost of any such monetary benefit to a woman employed by him or her without that employer's specific agreement except where:

- (a) such is provided for in national law or practice in a member State prior to the date of adoption of this Convention by the International Labour Conference; or
- (b) it is subsequently agreed at the national level by the government and the representative organizations of employers and workers.

Article 7

1. A Member whose economy and social security system are insufficiently developed shall be deemed to be in compliance with Article 6, paragraphs 3 and 4, if cash benefits are provided at a rate no lower than a rate payable for sickness or temporary disability in accordance with national laws and regulations.

2. A Member which avails itself of the possibility afforded in the preceding paragraph shall, in its first report on the application of this Convention under article 22 of the Constitution of the International Labour Organization, explain the reasons therefor and indicate the rate at which cash benefits are provided. In its subsequent reports, the Member shall describe the measures taken with a view to progressively raising the rate of benefits.

EMPLOYMENT PROTECTION AND NON-DISCRIMINATION

Article 8

1. It shall be unlawful for an employer to terminate the employment of a woman during her pregnancy or absence on leave referred to in Articles 4 or 5 or during a period following her return to work to be prescribed by national laws or regulations, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing. The burden of proving that the reasons for dismissal are unrelated to pregnancy or childbirth and its consequences or nursing shall rest on the employer.

2. A woman is guaranteed the right to return to the same position or an equivalent position paid at the same rate at the end of her maternity leave.

Article 9

1. Each Member shall adopt appropriate measures to ensure that maternity does not constitute a source of discrimination in employment, including – notwithstanding Article 2, paragraph 1 – access to employment.

2. Measures referred to in the preceding paragraph shall include a prohibition from requiring a test for pregnancy or a certificate of such a test when a woman is applying for employment, except where required by national laws or regulations in respect of work that is:

- (a) prohibited or restricted for pregnant or nursing women under national laws or regulations; or
- (b) where there is a recognized or significant risk to the health of the woman and child.

BREASTFEEDING MOTHERS

Article 10

1. 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.

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. These breaks or the reduction of daily hours of work shall be counted as working time and remunerated accordingly.

PERIODIC REVIEW

Article 11

Each Member shall examine periodically, in consultation with the representative organizations of employers and workers, the appropriateness of extending the period of leave referred to in Article 4 or of increasing the amount or the rate of the cash benefits referred to in Article 6.

IMPLEMENTATION

Article 12

This Convention shall be implemented by means of laws or regulations, except in so far as effect is given to it by other means such as collective agreements, arbitration awards, court decisions, or in any other manner consistent with national practice.

FINAL PROVISIONS

Article 13

This Convention revises the Maternity Protection Convention (Revised), 1952.

Article 14

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 15

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.

2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

Article 16

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International

Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 17

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and acts of denunciation communicated by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention shall come into force.

Article 18

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

Article 19

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 20

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 16 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 21

The English and French versions of the text of this Convention are equally authoritative.



EVERY WOMAN'S RIGHT TO BREASTFEED

How can breastfeeding be a human right?

- All human beings have human rights.
- Women and children have rights equal to everyone else.
- Women and children are *subjects of human rights – not objects of charity*.
- Breastfeeding is part of fundamental human rights: the right to food and to health.
- Breastmilk is the best food for newborns and infants, barring exceptional circumstances. It provides a nutritionally balanced food for children to ensure their survival, growth and development.
- The act of breastfeeding is an essential component of good child care, contributing to healthy growth and psychosocial development.
- Breastfeeding contributes to every woman's right to health by reducing the risk of certain illnesses.

Who has the right?

- Every woman has the right to breastfeed her child.
- Almost all governments have legally obliged themselves to fulfill the rights contained in international agreements such as the
 - ❖ Convention on the Rights of the Child,
 - ❖ Covenant on Economic, Social and Cultural Rights, and
 - ❖ Convention on the Elimination of all Forms of Discrimination against Women.

Many rights linked to the right to breastfeed can be found in these agreements:

- The Convention of the Rights of the Child provides
 - ❖ that it is the right of children to enjoy the highest attainable standard of health
 - ❖ that governments shall ensure provision of nutritious food, and
 - ❖ that parents and children have information about nutrition and the advantages of breastfeeding.

- The Covenant on Economic and Social Rights guarantees the right to food and to health.
- The Convention against Discrimination of Women says that women shall have appropriate services in connection with pregnancy and lactation (breastfeeding).

Why is it important to stress that breastfeeding is a right?

Breastfeeding is a right for every mother, and it is essential to fulfill every child's right to *adequate food and the highest attainable standard of health*. Breastfeeding as a human right implies that:

- Children must have access to adequate food and nutrition to ensure healthy development from birth. This comes from breastfeeding exclusively¹ in the first six months and together with complementary foods for two years and beyond.
- Governments have the duty to ensure that there are no obstacles for women who choose to breastfeed.

Working Women have rights too!

- Women cannot be discriminated against because they are breastfeeding.
- Women can demand adequate information and support to be able to breastfeed.
- Women can demand not to be exposed to undue pressure from breastmilk substitute producers through advertising or any other form of promotion.

As breastfeeding is a private matter, is there a role for the government to play?

Yes! While the decision to breastfeed or not lies with each mother, there are a number of things that governments should do to protect, promote and support the right to breastfeeding:

The government should:

- Recognise in law that women and children have rights to food and health.

- Provide for adequate maternity leave (at least 4, but preferably 6 months) after giving birth to facilitate exclusive breastfeeding.
- Provide for flexible work hours (by law) for mothers returning to work, including breastfeeding breaks.
- Protect a woman's right to breastfeed in public places.
- Train health workers, including doctors, midwives and nurses in the protection, promotion and support of breastfeeding.
- Provide information on the advantages of breastfeeding, particularly to pregnant women to *enable each one to make informed decisions*
- Prevent any form of promotion of breast-milk substitutes, bottles or teats to the public, but especially to women prior to or just after birth.
- Call on employers to provide facilities to enable working mothers to continue to breastfeed or express and store milk.
- Support better provisions in the ILO Convention No. 103 on Maternity Protection, currently being revised (June 1999 - June 2000).

Every mother
has the right
to breastfeed
her child

- breastfeeding before the baby is born, and
- ♦ be present at maternity clinics to assist new mothers.

What if my right to breastfeed is hindered?

Every government that has agreed to abide by the international agreements must report to the United Nations about what they have done to ensure that everyone enjoys the rights. These reports are sent to the United Nations and discussed by Committees responsible for overseeing the implementation of these agreements. If the government does not respect and protect mothers' right to breastfeed, it is in breach of its obligations according to these agreements. There are a number of actions that can be taken by national organisations:

What can you do to protect the right to breastfeed?

Breastfeeding is the choice of most women where there is sufficient information and support. If women do not get this support, there are a number of things that can be done:

- Women and women's groups can advocate and lobby the government to ensure that measures are taken to support women, such as implementation of the International Code of Marketing of Breastmilk Substitutes, the Baby-Friendly Hospital Initiative and good maternity protection.
- Women's groups can also lobby medical associations to make sure that information about breastfeeding is made available through clinics, doctors offices and hospitals.
- Women can organise breastfeeding support networks to:
 - ♦ support new mothers
 - ♦ ensure that women receive sufficient information about

- Women and their organisations can pressure the government to honour its obligations.
- Women's organisations (and other non-governmental organisations) can send information to the UN Committees about the breastfeeding situation in their country.²
- Women's organisations can assist the government in drafting legislation that will enable women to breastfeed after returning to work.
- Women can bring the issues up through trade unions and workers organisations.
- Trade Unions can bring the issue up before the International Labour Organization if women are discriminated against in the work place because they are breastfeeding.
- Women's organisations can boycott restaurants and other public places that prevent women from breastfeeding.

♦ ♦ ♦

¹ Exclusive breastfeeding means that no other drink or food is given to the infant; the infant should breastfeed frequently and for unrestricted periods.

² The UN Committees most relevant for this information would be: The UN Committee on the Rights of the Child; The UN Committee on Economic, Social and Cultural Rights; and the UN Committee on the Elimination of Discrimination Against Women. For further information about the Committees and procedures for sending information to them, please contact Office of the United Nations High Commissioner for Human Rights, Palais des Nations, Geneva, Switzerland

Where can I get more information?

- ✉ **WABA Women & Work Task Force**, PO Box 1200, 10850 Penang, Malaysia. Tel: 60-4-6584816; Fax: 60-4-6572655; Email: waba@streamyx.com; <http://www.waba.org.my>
- ✉ **International Maternal & Child Health (IMCH)**, Department of Women's & Children's Health, Entrance 11, Uppsala University, S-751 85 Uppsala, Sweden. Tel: 46-18-6115937; Fax: 46-18-515380 / 508013; Email: ted.greiner@khh.uu.se
- ✉ **AREGAAN**, University of the Philippines, PO Box 231, Diliman, Quezon City, Metro Manila 1100, Philippines. Fax: 63-2-9225189
- ✉ **World Alliance for Nutrition and Human Rights (WANHR)**, c/o Norwegian Institute of Human Rights, Universitetsgaten 22-24, 0142 Oslo, Norway. Tel: 47-22-842004; Fax: 47-22-842002; Email: wanhr@nhr.uio.no
- ✉ **Geneva Infant Feeding Association, (GIFA)/IBFAN Europe**, PO Box 157, 1211 Geneva 19, Switzerland. Tel: 41-22-7989164; Fax: 41-22-7984443; Email: info@gifa.org
- ✉ **United Nations High Commissioner for Human Rights**, Palais des Nations, OHCHR-UNOQ, CH 1211 Geneva 10, Switzerland. Tel: 41-22-9179000; Email: wehadmin.hchr@unog.ch; <http://www.unhchr.ch>
- ✉ **International Labour Office, Conditions of Work Branch**, 4 route des Morillons, CH-1211 Geneva 22, Switzerland. Tel: 41-22-7997955; Fax: 41-22-7998451; Email: dj@ilo.org; <http://www.ilo.org>
- ✉ **UNICEF New York**, Legal Officer, Nutrition Section, 3 UN Plaza, New York, NY 10017. Email: dclark@unicef.org; <http://www.unicef.org>



This document was developed to help women understand breastfeeding from the human rights perspective. It is also part of WABA's campaign to support working women's right to breastfeed through international instruments and national legislations, to provide for better maternity entitlements. WABA is a global people's initiative to protect, promote and support breastfeeding. WABA is grateful to UNICEF for its financial and technical support for the production of this document. For further information, please contact: WABA Secretariat, PO Box 1200, 10850 Penang, Malaysia. Tel: 60-4-6584816 Fax: 60-4-6572655 Email: waba@streamyx.com Website: <http://www.waba.org.my>



INNOCENTI DECLARATION

On the
Protection, Promotion
and Support of
Breastfeeding



1 August, 1990
Florence, Italy

INNOCENTI DECLARATION

On the Protection, Promotion and Support of Breastfeeding

RECOGNISING that

Breastfeeding is a unique process that:

- provides ideal nutrition for infants and contributes to their healthy growth and development;
- reduces incidence and severity of infectious diseases, thereby lowering infant morbidity and mortality;
- contributes to women's health by reducing the risk of breast and ovarian cancer, and by increasing the spacing between pregnancies;
- provides social and economic benefits to the family and the nation;
- provides most women with a sense of satisfaction when successfully carried out; and that

Recent research has found that:

- these benefits increase with increased exclusiveness¹ of breastfeeding during the first six months of life, and thereafter with increased duration of breastfeeding with complementary foods, and
- programme interventions can result in positive changes in breastfeeding behaviour;

WE THEREFORE DECLARE that

As a global goal for optimal maternal and child health and nutrition, all women should be enabled to practise exclusive breastfeeding and all infants should be fed exclusively on breast milk from birth to 4-6 months of age. Thereafter, children should continue to be breastfed, while receiving appropriate and adequate complementary foods, for up to two years of age or beyond. This child-feeding ideal is to be achieved by creating an appropriate environment of awareness and support so that women can breastfeed in this manner.

Attainment of the goal requires, in many countries, the reinforcement of a "breastfeeding culture" and its vigorous defence against incursions of a "bottle-feeding culture." This requires commitment and advocacy for social mobilization, utilizing to the full the prestige and authority of acknowledged leaders of society in all walks of life.

Efforts should be made to increase women's confidence in their ability to breastfeed. Such empowerment involves the removal of constraints and influences that manipulate perceptions and behaviour towards breastfeeding, often by subtle and indirect means. This requires sensitivity, continued vigilance, and a responsive and comprehensive communications strategy involving all media and addressed to all levels of society. Furthermore, obstacles to breastfeeding within the health system, the workplace and the community must be eliminated.

Measures should be taken to ensure that women are adequately nourished for their optimal health and that of their families. Furthermore, ensuring that all women also have access to family planning information and services allows them to sustain breastfeeding and avoid shortened birth intervals that may compromise their health and nutritional status, and that of their children.

All governments should develop national breastfeeding policies and set appropriate national targets for the 1990s. They should establish a national system for monitoring the attainment of their targets, and they should develop indicators such as the prevalence of exclusively breastfed infants at discharge from maternity services, and the prevalence of exclusively breastfed infants at four months of age.

National authorities are further urged to integrate their breastfeeding policies into their overall health and development policies. In so doing they should reinforce all actions that protect, promote and support breastfeeding within complementary programmes such as prenatal and perinatal care, nutrition, family planning services, and prevention and treatment of common maternal and childhood diseases. All health-care staff should be trained in the skills necessary to implement these breastfeeding policies.

OPERATIONAL TARGETS:

All governments by the year 1995 should have:

- appointed a national breastfeeding coordinator of appropriate authority, and established a multisectoral national breastfeeding committee composed of representatives from relevant government departments, non-governmental organizations, and health professional associations;
- ensured that every facility providing maternity services fully practises all ten of the *Ten Steps to Successful Breastfeeding* set out in the joint WHO/UNICEF statement² "Protecting, promoting and supporting breast-feeding: the special role of maternity services";
- taken action to give effect to the principles and aim of all Articles of the International Code of Marketing of Breast-milk Substitutes and subsequent relevant World Health Assembly resolutions in their entirety; and
- enacted imaginative legislation protecting the breastfeeding rights of working women and established means for its enforcement.

We also call upon international organizations to:

- draw up action strategies for protecting, promoting and supporting breastfeeding, including global monitoring and evaluation of their strategies;
- support national situation analyses and surveys and the development of national goals and targets for action; and
- encourage and support national authorities in planning, implementing, monitoring and evaluating their breastfeeding policies.

The Innocenti Declaration was produced and adopted by participants at the WHO/UNICEF policymakers' meeting on "Breastfeeding in the 1990s: A Global Initiative", co-sponsored by the United States Agency for International Development (A.I.D.) and the Swedish International Development Authority (SIDA), held at the Spedale degli Innocenti, Florence, Italy, on 30 July - 1 August 1990. The Declaration reflects the content of the original background document for the meeting and the views expressed in group and plenary sessions.

¹Exclusive breastfeeding means that no other drink or food is given to the infant; the infant should feed frequently and for unrestricted periods.

²World Health Organisation, Geneva, 1989.

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Steps

toward

a

*People -
Friendly
Workplace*

WABA

World Alliance for Breastfeeding Action

Steps toward a People-Friendly Workplace

As employers, we depend on our employees. People are our most valuable resource - the one with the most potential for growth. We also know that people are the most expensive resource that most businesses invest in. Recruitment, training, salaries and benefits are direct costs which can often be quantified. But what about the indirect costs resulting from turnover, low morale, poor concentration, absenteeism, lack of promotable staff - at best we can only guess at these costs.

People -
our most
valuable
resource

We also know that women make up half our employment resource. Of these women, many will raise families and many need and want to continue their careers.

This is the economic and equity reality of today's workplace.

Women
make up
half our
employment
resource

When employers ask themselves how they can reduce costs and encourage productivity, at some point they always look at the human resource. The question, "How can I attract, retain and motivate good workers?" is heard again and again.

Smart employers with competitive edge, look at their enterprise in a human light, and ask, "How can I make this a place where people want to work?" Clearly, this represents a different attitude - an employee-centred attitude which recognises that a people-friendly workplace can reap enormous benefits in terms of employee loyalty and satisfaction, reduced turnover, greater motivation and cooperation. In today's working world, this employee-centred attitude translates into adopting a family-centred approach to the workplace.

Most of these companies already provide competitive pay and benefits, and have made working conditions safer and more pleasant. Many have gone further: they encourage employee participation through joint committees and suggestion schemes. Some have gone even further. They are recognised as leaders of change, companies with the confidence and commitment to try creative solutions. It is such leaders in the field that we look to for lasting change in the workplace. They don't just change their products, their technology and their marketing: they change their workplace to meet the needs of their most valued resource - people. Such changes benefit both the employer and the employee.

What kinds of things have these leaders done? Some have implemented flexible hours, staggered hours, reduced work weeks, job sharing, and so on. Others, recognising the demands of parenting, provide extended parental

How can
I attract,
retain
and
motivate
good
workers?

leaves with pay, or they offer support for community childcare spaces, or provide their own childcare space. Others, realising that many working mothers want to breastfeed their babies, allow and encourage them to express breastmilk at work: for the same reason, some allow babies to be brought to work for feeding. A few even facilitate ways for mothers to keep their babies with them at work so that they can take time out to care for them and breastfeed them. While this may appear extreme and even unnecessary, consider this:

Leaders and
their company
attitude

- flexible hours
- childcare
- space for
breastfeeding
and expressing
breastmilk

Studies show conclusively that children who are exclusively breastfed up to the age of six months, and who are breastfed and also receive complementary foods up to the age of two years, enjoy optimal health and development, both in the short-term and the long-term. The irreplaceable benefits of breastfeeding are increasingly well-known and appreciated. Naturally, women and their partners want their babies to enjoy those benefits that will give them a head start in life. They know that it is not necessarily true that women who work cannot breastfeed.

No one doubts that a healthy child makes for a happier, more productive parent. Family-friendly companies know that a happy parent

is freer to concentrate on work instead of worrying about a child's welfare, staying home with a sick child or taking a child to the doctor.

These corporate leaders now have followers, who see the positive results of corporate cultures which foster a humanised and more mother-friendly workplace. Companies which lag behind see their competitors surviving, growing and enjoying good reputations, and realise that they need to follow suit. They, too, need to attract and retain the best employees and to foster a positive corporate image in the community.

What can
you do to
join this
growing
cadre of
corporate
leaders?

Everyone wants to work for a caring company. Today's consumers want to buy from socially conscious companies. What can you do to join this growing cadre of corporate leaders?

Adequate provision for breastfeeding is an investment in the health of the present and future workforce. Today's babies are tomorrow's workers.

Today's
consumers
want to
buy from
socially-
conscious
companies

The Mother-Friendly Workplace Initiative
Action Folder, WBW 1993, W.A.B.A.

5 Simple Steps to make your Workplace "People-Friendly"

A major international company which develops, produces and markets a comprehensive line of beauty and personal grooming products and has its Canadian Head Office in Toronto, has provided opportunities for its women employees to breastfeed their babies at work. It offers childcare at the workplace, with an office nearby that is available for new parents who want to work close to their child. This company has grown steadily, even through a recession, and enjoys enormous employee loyalty. Its public image is enviable and it is recognised as a leader in its field.

- corporate
commitment
- positive
thinking
- creativity
and
flexibility

Another major company shows its openness to the people-friendly workplace by offering wellness programmes, flexible hours, a modified work week, and a private health-room. It supports a childcare centre very close to the workplace where mothers can breastfeed and it supports equity issues through education about diversity.

All it took in these two companies was corporate commitment, positive thinking and the willingness to be creative and flexible.

1 Gather the facts

Talk with those who know the current situation. Look at your workplace to see what facilities already exist to enable mothers to breastfeed and work. Find out what is needed - you'll see it usually isn't much.

Next, look at possible barriers - remember, these can often be removed with little cost. Often these are barriers of the mind more than barriers in fact. People often imagine that this has to be a major undertaking and see only the problems, but this is not necessarily the case. Providing facilities for mothers to breastfeed or express milk at work is a small step, although a visible one. Few women will be breastfeeding at any one time, and facilities need only be clean, comfortable and private.

Find out what is important to the people you need to influence. Determine the resources and opportunities you have at your disposal.

2 Generate understanding and commitment

Talk to other decision-makers about the costs of labour in your company and the benefits of a people-friendly workplace. Usually

decision-makers and those who influence decisions include senior management, staff and union representatives, employment equity labour relations and human resource practitioners. Expect scepticism. But also expect that support comes from unlikely places, and don't rely on stereotypical images to anticipate where objection and support will come from. Be patient and remember that time is an ally - attitudes change with knowledge and others have gone before with demonstrable success. Select the right methods, the right timing and the right materials to use by understanding your target audience.

3 Establish a working group to get the job done

Once you have commitment from your corporate decision-makers, the idea becomes the company's "baby". Working in a representative and supportive group reinforces that responsibility. It also increases implementation resources and offers opportunities for creative thinking and specific problem-solving. Cooperate and delegate so you are not working in a vacuum or with too few human resources.



The group will:

- clarify objectives and time-frames;
- address practical matters such as adjusting break times, permission to leave the work station, etc.;
- prepare a safe and suitable place for breastfeeding or expressing milk for a "trial run" in your workplace;
- ensure good communications and education for managers and employees to build understanding and support
- implement the programme, including a pilot phase; and
- monitor its impacts and obtain reactions.

The group should be sensitive to any problems and quick to take remedial action. Often, this is as simple as chatting with a supervisor to allow 5-minutes extra break time for a mother.

4 Implement and publicise

With corporate commitment and a working group in place, announce and implement your company's on-going commitment to a workplace that supports mothers and families. As you work to implement the programme, remember to be flexible, targeted and always publicise successes, especially early successes which can lead to increased motivation and change.

5 Evaluate

At the end of the pilot phase, the group and the decision-makers should evaluate feedback about acceptance of the programme. Some policy and practice adjustments may need to be made. Most will have already been made during the pilot stage. Make sure you know when you have achieved successes. Develop and adjust tracking mechanism and document results.



Imagine your company enjoying all the benefits of that small step towards a people-friendly workplace: the positive, modern corporate image, the goodwill, the reduced costs... it needn't take much!



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The World Alliance for Breastfeeding Action (WABA) is a global network of individuals and organisations concerned with the protection, promotion and support of breastfeeding based on the Innocenti Declaration.

ಮಕ್ಕಳಗೂ ಇದೆ ಹಕ್ಕುಗಳು

1992 ಡಿಸೆಂಬರ್ ತಿಂಗಳ ಒಂದು ದಿನ

'...ವಿಶ್ವ ಸಂಸ್ಥೆ ಮಹಾ ಸಭೆಯು 1989ರ ನವೆಂಬರ್ 20 ರಂದು ಅಂಗೀಕರಿಸಿದ ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಒಡಂಬಡಿಕೆಯನ್ನು ಭಾರತ ಸರ್ಕಾರ ಒಪ್ಪಿಕೊಂಡು, ಭಾರತ ದೇಶದಲ್ಲಿ ಅದನ್ನು ಅಳವಡಿಸಲು ಬದ್ಧನಾಗಿದೆ..'

ಭಾರತದ 30 ಕೋಟಿ ಮಕ್ಕಳ ಪರವಾಗಿ ಭಾರತ ಸರ್ಕಾರ ನೀಡಿದ ಮಾತು ಇದು. ಭಾರತದ ಇಂದಿನ ಪರಿಸ್ಥಿತಿ ಜಗತ್ತಿನ ಸ್ಥಿತಿಗತಿಯನ್ನೇ ಪ್ರತಿನಿಧಿಸುತ್ತಿದೆ ಅಂತಹ ರಾಜಕೀಯ ವ್ಯವಸ್ಥೆ, ಬೇಡಿಕೆ ತೃಣಾಂಶಗಳ ನಡುವಿನ ಕಂದರ, ಉಳ್ಳವರನ್ನೇ ಮೇಲೆತ್ತುವ, ಆರೋಗ್ಯಕರ ವ್ಯವಸ್ಥೆಯ ದನಿಯನ್ನು ಆಡಗಿಸುವ ವ್ಯವಹಾರ, ಬಡತನ, ಭಯ, ಮಿಗಿಲಾಗಿ ನಾಳೆ ವಿನು ಎಂಬುದರ ಕಲ್ಪನೆಯೇ ಇಲ್ಲದ ಜನ ಸಮುದಾಯಗಳು. ಸದಾ ಒತ್ತಡದಲ್ಲಿ ಇರುವ ಮಕ್ಕಳು.

ಆದಾಗ್ಯೂ ಬದುಕು ಹಸನುಗೊಳಿಸಲು ಪ್ರಯತ್ನಗಳು ನಡೆಯುತ್ತಲೇ ಇವೆ. ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಕುರಿತಾದ ಕಲ್ಪನೆ ಅಂತಹದೊಂದು. ಎಲ್ಲ ಮಕ್ಕಳು ಬದುಕಲು ಅವಕಾಶ ಕೊಡುವ, ಅಪಾಯತಪ್ಪದಂತೆ ರಕ್ಷಣೆ ನೀಡುವ, ಮಾನಸಿಕ ಬೌದ್ಧಿಕ ವಿಕಾಸ ಹೊಂದುವ ಮತ್ತು ಅವರಿಗೆ ಸಂಬಂಧಿತ ವಿಚಾರಗಳಲ್ಲಿ ಭಾಗವಹಿಸಲು ಸಾಧ್ಯವಾಗುವಂತಹ ಜಗತ್ತಿನ ನಿರ್ಮಾಣದ ಕನಸು ಕೊಡುವ ಪ್ರಯತ್ನ ಇದು.

1989 ನವೆಂಬರ್ 20

ಮಾನವ ಹಕ್ಕುಗಳ ಕುರಿತಾದ ವಿಶ್ವಸಂಸ್ಥೆಯ ಆಯೋಗವು ರಚಿಸಿ, ವಿಶ್ವ ಸಂಸ್ಥೆಯ ಮಹಾ ಸಭೆಯು ಎದುರು ಮಂಡಿಸಿದ ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಒಡಂಬಡಿಕೆಯನ್ನು ಒಪ್ಪಿಕೊಳ್ಳಲಾಯಿತು. ಮಕ್ಕಳ ಒಳತೆಗಾಗಿ ಅವರ ರಕ್ಷಣೆಗಾಗಿ ಅಂತರರಾಷ್ಟ್ರೀಯ ಮಟ್ಟದಲ್ಲಿ ಮಾನಕಗಳನ್ನು ಇದು ನೀಡಿತು. ಇದರ ಹಿನ್ನೆಲೆಯಲ್ಲಿ 1990ರ ಸೆಪ್ಟೆಂಬರ್ 20-30 ರಂದು ನಡೆದ ಜಾಗತಿಕ ಮಕ್ಕಳ ಕುರಿತಾದ ಶೃಂಗ ಸಭೆ ಯಲ್ಲಿ ಜಗತ್ತಿನ 71 ದೇಶಗಳ ಪ್ರಮುಖರು ಸೇರಿ ಮಕ್ಕಳ ಉಳವು, ರಕ್ಷಣೆ, ವಿಕಾಸಕ್ಕಾಗಿ, ಜಾಗತಿಕ ಯೋಜನೆಯನ್ನು ಮುಂದಿಟ್ಟರು.

1995 ರ ಅಂತ್ಯದ ಒಳಗೆ ಜಗತ್ತಿನ ಎಲ್ಲಾ ದೇಶಗಳು ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಒಡಂಬಡಿಕೆಗೆ ಸಹಿ ಹಾಕಬೇಕು ಎಂದೂ ಹೇಳಲಾಯಿತು. ಜಗತ್ತಿನಲ್ಲಿ ಮುಂದಿನ ಎಲ್ಲಾ ಯೋಜನೆಗಳು, ಕಾರ್ಯಗಳು ಮಕ್ಕಳ ಹಕ್ಕುಗಳನ್ನು ಮೀರಿ ಮುಂದುವಡಿ ಇಡಬಾರದೆಂದು ಬಯಸಲಾಯಿತು.

ಮಕ್ಕಳ ಹಕ್ಕುಗಳು ಸ್ವಾಭಾವಿಕ ಎಂದು ಸಾರಿ ಸಾರಿ ಹೇಳಲಾಗುವುದು. ಆದರೆ ಜಗತ್ತಿನಲ್ಲಿ ಇರುವ ನಿರ್ಗತಿಕ ಮಕ್ಕಳು, ನಾಳೆ ವಿನೆಂಬ ಕಲ್ಪನೆ ಇಲ್ಲದ ಭಯದ ನೆರಳಿನಲ್ಲಿರುವವರು, ಶಿಕ್ಷಣ ಸೌಲಭ್ಯದಿಂದ

ವಂಚಿತರಾದವರು, ಆರೋಗ್ಯ ರಕ್ಷಣೆ ಇಲ್ಲದವರ ಪರವಾಗಿ ಮೊತ್ತಮೊದಲ ಬಾರಿಗೆ 1924ರಲ್ಲಿ ಲೀಗ್ ಆಫ್ ನೇಷನ್ಸ್ ಸಭೆಯಲ್ಲಿ ಚರ್ಚಿಸಿ (ಜನೀವಾ) ಘೋಷಣೆಯೊಂದಿಗನ್ನು ಮಾಡಲಾಯಿತು. 1948 ರಲ್ಲಿ ಆದ ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಜಾಗತಿಕ ಘೋಷಣೆ ಮಕ್ಕಳ ಹಕ್ಕುಗಳನ್ನು ಗುರುತಿಸಿತು. 1959 ನವೆಂಬರ್ 20 ರಂದು ವಿಶ್ವ ಸಂಸ್ಥೆಯ ಮಹಾಸಭೆಯಲ್ಲಿ ಮಕ್ಕಳ ಹಕ್ಕುಗಳಿಗೆ ಅಂಗೀಕಾರ ದೊರೆಯಿತು.

1989 ನವೆಂಬರ್ 20 ರಂದು ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಒಡಂಬಡಿಕೆಗೆ ವಿಶ್ವಸಂಸ್ಥೆಯ ಮಹಾಸಭೆಯು ಅಂಗೀಕಾರ ನೀಡಿತು. ಈ ಒಡಂಬಡಿಕೆಯನ್ನು ಸಿದ್ಧಮಾಡುವಾಗ, ಅಂಗೀಕಾರ ನೀಡುವಾಗ ಮತಹಾಕಿ ಒಪ್ಪಿಗೆ ಕೊಡುವ ಪರಿಪಾಟಿ ಬಿಟ್ಟು ಚರ್ಚೆ, ಸಂಧಾನಗಳಿಂದ ಒಪ್ಪಲಾಯಿತು. ಈ ಹಂತದಲ್ಲಿ ಬಿಪ್ರಾದ ಯಾವುದೇ ರಾಷ್ಟ್ರಗಳ ಪ್ರತಿನಿಧಿಗಳು ಇರಲಿಲ್ಲ ಎಂಬುದೇ ವಿಪರ್ಯಾಸ! ಕೇವಲ ಪಾಶ್ಚಿಮಾತ್ಯ ದೇಶಗಳ ಪ್ರತಿನಿಧಿಗಳು ಮಾತ್ರ ಇದ್ದು ಫೊರ್ಟ್‌ನಾ ಪ್ರತಿನಿಧಿಗಳ ಒತ್ತಾಯದ ಮೇರೆಗೆ ಕಾರ್ಯಕಾರಿ ಸಮಿತಿಯ ರಚನೆಯಾಯಿತು. ಮುಂದೆ ಇದೇ ಇಡೀ ವಿಶ್ವ ಒಪ್ಪಿಕೊಂಡಿರುವ ಒಡಂಬಡಿಕೆಯನ್ನು ಜಾರಿಮಾಡಲು ಮುಖ್ಯ ಪಾತ್ರ ವಹಿಸಿತು.

ವಿನಿದು ಹಕ್ಕುಗಳು ? ಮಕ್ಕಳ ಹಕ್ಕುಗಳು !

ವಿನೀ ವಿಚಿತ್ರ, ಎನಿಸುವುದಿಲ್ಲವೆ? ಅವರಿಗೆ ಜನ್ಮಕೊಟ್ಟ ತಂದೆ ತಾಯಂದಿರಿಗೆ ಅವರು ಚಿರಾಯಣಿಗಳಿರಬೇಕು. ಅವರು ಕೊಡುವ ಊಟ, ಬಟ್ಟೆ ವಸತಿ ಸಾಲುವುದಿಲ್ಲವೆ. ಮಕ್ಕಳು ಹೆತ್ತವರ ಆಸ್ತಿ, ಅಪರಿಗಾಗಿ ಏನು ಬೇಕಾದರೂ ಅವರು ಮಾಡಬೇಕು. ಓದಿಸಿದರೆ ಓದಬೇಕು, ದುಡಿಸಿದರೆ ದುಡಿಯಬೇಕು. ಇದು ಎಂದರೆ ಇರಬೇಕು. ಹೋಗಿದರೆ ಹೋಗಬೇಕು. ಮಕ್ಕಳು ಹೇಳದವರ ಮಾತು ಕೇಳಬದುಕಬೇಕು. ದೊಡ್ಡವರ ಅಂಕಿಯಲ್ಲಿ ಇರಬೇಕು.

ನಿಜ. ಮಕ್ಕಳ ಬಗ್ಗೆ ಆನೇಕ ದೊಡ್ಡಪರಿಗೆ ಇದೇ ಅಭಿಪ್ರಾಯ ಇರುವುದು. ಮಕ್ಕಳಿಗೂ ಒಂದು ಬದುಕಿದೆ, ಆಸೆ ಇದೆ, ಕನಸಿದೆ, ಅವರೂ ಸಹ ಒಂದು ಮನುಷ್ಯ ಜೀವಿ ಎಂಬುದನ್ನೇ ಗುರುತಿಸಲಾಗದವರು ಆವರು.

"ನನ್ನಷ್ಟೆ ಅಯ್ಯಪ್ಪ ಸ್ವಾಮಿ ಫೊಣಿಗೆ ಒಗಕ್ಕೆ 5,000 ರೂಪಾಯಿ ಸಾಲ ಮಾಡಿ, ನನ್ನನ್ನು ಸಂಬಳದ ಮನೆಲೆ ಕೆಲಸಕ್ಕೆ ಇಟ್ಟಿದ್ದಾನೆ".

- ಕರಿಯ, ಮಳವಳ್ಳಿ ತಾಲೂಕಿನ ಒಂದು ಹಳ್ಳಿ (ಮಂಡ್ಯ) 1995ಡಿಸೆಂಬರ್ 11.

ನಾಡಿನಲ್ಲಿ ಏನಾದರೂ ಏರುಪೇರಾದಲ್ಲಿ ಉಸುರು ಎತ್ತಲೂ ಆಗದ ಮಕ್ಕಳಿಗೆ ತೊಂದರೆ ಆಗುತ್ತದೆ ಎಂದು ಕಂಡುಕೊಂಡವರು ಬಹಳ ಕಡಿಮೆ.

'ಅಲ್ಪಾರೋ ಮುಂದೆ ಒಡ್ಡಬಿಟ್ಟಂತೆ ಏನೇನೋ ಗಲಾಟೆ ಆಗೋಗಿ ನಮ್ಮೂರ್ಗ ಬ' ಬರ್ನಿಲ್ಲ, ಟೀಚರ್ನು ಬರ್ನಿಲ್ಲ, ನಮ್ಮುದುಗ್ರ ಯಾರೂ ಇನ್ನೂರೈ ಬಿಟ್ಟಲ್ಲ... ಇದೇನು ಇವತ್ತು ನಿನ್ನೆ ಮಾತಲ್ಲ... ಏನೂ ಇಂಗೆ ಏನಾದ್ದು ಆಗ್ತು ಇರತ್ತೆ... ಇದು ಇಂಗೆ ಆಗೋದ್ರೆ ಆ ಮಕ್ಕಳಿಗೆ ಎಲ್ ಅಕ್ಷರಾ ಕೂಡಾ ಬರೋದಿಲ್ಲ, ಅವೂ ನಮ್ಮಂಗೆ ಬುದ್ದಿಲ್ಲ, ಕತ್ತನಾಗಿ ಕಳೇಬೇಕು....'

- ಮೈಸೂರು ಜಿಲ್ಲೆಯ ಒಂದು ಹಳ್ಳಿಯ ಮುದುಕ 10 ಡಿಸೆಂಬರ್ 1992.

ಮಕ್ಕಳಿಗಾಗಿ ಮೊದಲ ಕರೆ ?

ಮಕ್ಕಳು ಸ್ವಭಾವತಃ ದುರ್ಬಲರು. ಅವರ 'ಬಾಲ್ಯ'ವನ್ನು ವಿಶೇಷವಾದ ಕಾಳಜಿ ಮತ್ತು ಸಹಾಯದಿಂದ ರಕ್ಷಿಸಬೇಕಿದೆ. ತಾಯಿ ಗರ್ಭದಲ್ಲಿ ಹೆಣ್ಣೆಂಬ ಒಂದೇ ಕಾರಣಕ್ಕಾಗಿ ಕೊಲ್ಲಲ್ಪಡುವ ಮಕ್ಕಳು, ತಂದೆ, ತಾಯಿಯ ಪರಿಚಯವಿಲ್ಲದೆಯೇ ಧರಣಿ ಬರುವ ಮಕ್ಕಳು. ಯಾರೋ ಲಾಲಿಸೆಯನ್ನು ಪ್ರಾರ್ಥಿಸಿಕ್ಕಾಗಿ, ಅಭಿವೃದ್ಧಿಯ ತಪ್ಪು ಗ್ರಹಿಕೆಗಳ ಯೋಜನೆಗಳಿಂದಾಗಿ ಶಾಲೆಯ ಮುಖವನ್ನೇ ನೋಡದ, ಅಥವಾ ಶಾಲೆ ಸೇರಿದರೂ ಮುಂದುವರಿಯಲಾರದೇ ಮುದುಡಿಹೋಗುವ ಮಕ್ಕಳು, ಬಾಲ್ಯಾವಸ್ಥೆಯಲ್ಲಿರುವಾಗಲೇ ದೊಡ್ಡದರ ಜೀವನ ನಡೆಸುವವರು, ಕಾಮುಕರ ದೇಹದಡಿ ಮುರುಟುಹೋಗುವ ಎಳೆ ಕಂದಗಳೂ... ಇವರನ್ನೆಲ್ಲಾ ರಕ್ಷಿಸುವವರಾರು ?

ಇವುಗಳೆಲ್ಲಾ ಸಾಮಾಜಿಕ ಪರಿಸರಗಳಲ್ಲಿ ಇರಬೇಕೆಂದು ಯಾರೂ ಬಯಸುವುದಿಲ್ಲ. 'ನನ್ನ ಮಗು ಸುಖವಾಗಿರಲಿ... ಅದರ ಬದುಕು ಸುಂದರವಾಗಿರಲಿ' ಎಂದು ಬಯಸುವವರೇ ಎಲ್ಲರು. ಆದರೂ ಭಾರತದಲ್ಲಿ 5 ಕೋಟಿಗೂ ಮಿಕ್ಕಿ ಮಕ್ಕಳು ಶಾಲೆಯಿಂದ ಹಾರುತ್ತಿದ್ದಾರೆ. ಅವರು ದುಡಿಯುತ್ತಿರಬಹುದು ಅಥವಾ ದುಡಿಯಲು ಹಾದಿಗೆ ಇಳಿದಿರಬಹುದು. ಶಿಕ್ಷಣ, ಪ್ರೀತಿ, ಆರೋಗ್ಯ ಸೌಲಭ್ಯ, ರಕ್ಷಣೆ, ಅವಕಾಶದಿಂದ ವಂಚಿತರಾಗಿರುವ ಇವರ ಪರವಾಗಿ ಯಾರಿದ್ದಾರೆ ?

ಇದೆ. ನಮ್ಮ ದೇಶದಲ್ಲಿ ಸೂರಾರು ಕಾನೂನುಗಳಿವೆ. ಸಂವಿಧಾನದ ರಾಜ್ಯ ನಿರ್ದೇಶನ ತತ್ವಗಳ 39 ನೇ ಪರಿಚ್ಛೇದ ಹೀಗೆ ಹೇಳುತ್ತದೆ. '... ಮುಗ್ಧ ಮಕ್ಕಳ ಆರೋಗ್ಯ ಮತ್ತು ದೈಹಿಕ ಸಾಮರ್ಥ್ಯ ಮೀರಿದ ದುಡಿಮೆಗೆ ಅವರನ್ನು ಪ್ರೇರೇಪಿಸಬಾರದು ಅಥವಾ ಬಲಾತ್ಕರಿಸಬಾರದು...'

ಪರಿಚ್ಛೇದ 24 ರಂತೆ, '... ಮಕ್ಕಳನ್ನು ಕಾರ್ಖಾನೆಗಳಲ್ಲಾಗಲೀ ಗಣಿಗಳಲ್ಲಾಗಲಿ ಅಥವಾ ಯಾವುದೇ ಅಪಾಯಕಾರಿ ಉದ್ಯಮಗಳಲ್ಲಿ ತೊಡಗಿಸಬಾರದು.'

ಇಹೆಲ್ಲಕ್ಕಿಂತ ಮಿಗಿಲಾಗಿ ಪರಿಚ್ಛೇದ 15, 'ಮಕ್ಕಳಿಗೆ ಮತ್ತು ಮಹಿಳೆಯರಿಗೆ ವಿಶೇಷ ಆದ್ಯತೆ ನೀಡದೆ ಯಾವುದೇ ಅಭಿವೃದ್ಧಿ ಅಸಾಧ್ಯ' ಎಂದೂ ಸಾರಿ ಹೇಳುತ್ತದೆ.

ಮಕ್ಕಳ ಆರೋಗ್ಯ, ವಿಕಾಸ, ಶಿಕ್ಷಣ, ರಕ್ಷಣೆ ಕುರಿತಾಗಿ ಪ್ರತ್ಯೇಕ ಕಾನೂನುಗಳಿವೆ. ರಾಜ್ಯದೇಶ ಮತ್ತು ಆತರರಾಷ್ಟ್ರೀಯ ಮಟ್ಟದಲ್ಲಿ

ನಿರ್ದೇಶನಗಳಿವೆ. ಯೋಜನೆಗಳು ಅವುಗಳಿಗೆ ಹಣದ ಸರಪಳಿ ಇದೆ. ಆದರೂ ಅವೆಲ್ಲವೂ ಜಾರಿಯಲ್ಲಿವೆಯೇ, ಎಲ್ಲ ಮಕ್ಕಳಿಗೂ ತಲುಪುತ್ತವೆಯೇ ಎಂಬುದೇ ಪ್ರಶ್ನೆ.

ಸದ್ಯ ದೇಶದವರು ಇರುವ ಪ್ರಶ್ನೆಗಳು ವಿವೇಚಿ ಸಾಲದ ಹೊರೆ ಇಳಿಸುವುದು, ಅದನ್ನು ಲಾಭ ಮಾಡುವುದು, ಅರ್ಥಿಕ ಅಭಿವೃದ್ಧಿ ಹೊಂದಿದ ದೇಶಗಳಿವರು ಸರಿಸಮರಂತೆ ನಡೆಯುವುದು. ಇದಕ್ಕಾಗಿ ಯಾವುದೇ ಕ್ರಮ, ಕೆಲಸ ತೆಗೆದುಕೊಳ್ಳಲು ಸರಕಾರ ಮುಂದುವರಬಿಡದೆ. ರಪ್ಪು ಹೆಚ್ಚಿಸಬೇಕು. ಹೊರದೇಶಗಳ ಉದ್ಯಮದಾರರು, ಹಣ ಹೂಡಿಕೆದಾರರಿಗೆ ಬಾಗಿಲು ತೆರೆಯಬೇಕು. ರಪ್ಪು ಉದ್ಯಮಗಳಿಗೆ ಪರವಾನಿಗೆ ನೀಡಬೇಕು. ಪ್ರವಾಸಿಗರನ್ನು ಆಕರ್ಷಿಸಬೇಕು.

ಇದನ್ನೆಲ್ಲಾ ನೋಡಿದರೆ ನಾವು ಸಂಕ್ಷೇಪವಾದ್ದು (Welfare State)ದ ಕನಸುಬಿಟ್ಟು ಬಂಡವಾಳಶಾಹೀ ದೇಶವಾಗುವತ್ತ ದಾಪುಗಾಲು ಹಾಕುತ್ತಿದ್ದೇವೋ ಅನ್ನಿಸುತ್ತದೆ. ಆಳುವವರನ್ನು ಈ ಬಗ್ಗೆ ಕೇಳಿದರೆ ಸಿಗುವ ಉತ್ತರ, 'ನಿಮ್ಮ ಮಕ್ಕಳಿಗೆ ಅನ್ನ, ಬಟ್ಟೆ, ವಿದ್ಯೆ, ವಸತಿ ಕೊಡಲಿಕ್ಕಾಗಿಯೇ ನಾವು ಸಾಲ ಮಾಡುತ್ತಿರುವುದು, ಅದನ್ನು ತೀರಿಸುವುದೇ ಈಗ ಪ್ರಮುಖ ಕಾರ್ಯಕ್ರಮ' ಎನ್ನುವರು. ಇದನ್ನೆಲ್ಲಾ ವಾಸ್ತವ ಸಂಗತಿಗಳೆದುರು ಇಟ್ಟು ನೋಡಿದಲ್ಲಿ ಕಾಣುವ ಚಿತ್ರವೇ ಬೇರೆ. ಸರಕಾರದ ಬಿಟ್ಟಿರಲಿ ಹೆಚ್ಚಿನಂಕರ ಹೋಗುವುದು ಬಿಂಡಿತಾ ಮಕ್ಕಳ ಓತ ಕಾಡಾಡುವ ಕೆಲಸಗಳಿಗಲ್ಲ. ಸರಕಾರಕ್ಕೆ ಎಂದೂ 'ಮೊದಲು ಮಕ್ಕಳ ಓತ ಕಾಡಾಡುವ ದೃಷ್ಟಿ ಕಂಡಿತಾ ಇಲ್ಲ'.

ಹೆಚ್ಚು ಬೆಳೆ ಬೆಳೆಯಬಿ, ತಿನ್ನಬೇಡಿ ರಿಪ್ಪುವಾಡಿ. ಹೆಚ್ಚು ಉತ್ಪಾದಿಸಿ, ರಪ್ಪುವಾಡಿ. ಹೆಚ್ಚು ಕೆಲಸಮಾಡಿ ಎದೆಬಿ ಖಾಪು ಇರುವ ಭೋಗಿಮನುಗಳನ್ನು ಕೊಳ್ಳಬಿ. ಇದೇ ಈಗ ಜಪ. ಮಕ್ಕಳ ಅವಶ್ಯಕತೆಗೆ ಗಮನ ಕೊಡುವ ಕರೆ ಕೊಡುವವರಾದರೂ ಯಾರು ?

ಅವಶ್ಯಕತೆಗಳು ಮತ್ತು ಮಕ್ಕಳ ಹಕ್ಕುಗಳು.

ಮಕ್ಕಳು ಹೇಗಿದ್ದಾರೆ ? ಎಲ್ಲಿ, ಯಾರ ಮಕ್ಕಳು. ಈ ಪ್ರಶ್ನೆಯಾಕೆ ? ನಿಜ. ತೀರಾ ವೈಯಕ್ತಿಕವಾಗಿ ನನ್ನ ಮಗು, ನಿಮ್ಮ ಮಗು. ನಮ್ಮ ಮನೆಯಲ್ಲಿ. ಪಕ್ಕದ ಮನೆಯಲ್ಲಿರುವ ಮಕ್ಕಳು. 'ಹಾ ! ಚೆನ್ನಾಗಿದ್ದಾರೆ, ಬೆಳಗಿದ್ದು ಹುಲ್ಲುಜ್ಜಿ ತಿಂಡಿತಿಂದು ಶಾಲೆಗೆ ಹೋಗಿ ಬಂದು ಆಟಮಾಡಿ, ಹಾಡುಮಾಡಿ, ಆನಂದವಾಗಿ ಉಂಡು ಕತೆಕೇಳಿ ಮಲಗುತ್ತಾರೆ. ಕನಸುಕಾಣುತ್ತಾರೆ. ನಮ್ಮ ರಕ್ಷಣೆ, ಪ್ರೀತಿ ಪ್ರೇಮದಲ್ಲಿ ಬದುಕಿದ್ದಾರೆ. ಸರಿ. ಜಗತ್ತಿನಲ್ಲಿರುವ ಎಲ್ಲಾ ಮಕ್ಕಳು ಹಾಗಾಗಲಿವೆಯೇ ? ಇಲ್ಲ. ಊಟ ಬಿಟ್ಟಿ, ವಸತಿ ಪ್ರೀತಿ ಇಲ್ಲದ ಮಕ್ಕಳು, ನಾಳಿ ಅನ್ನಭಿಕ್ಷು ಎಂದರೇನು ಎಂಬ ಅರಿವಿಲ್ಲದ ಕಂದಗಳಿದ್ದಾರೆ. ನಮ್ಮ ಕಣ್ಣುಮುಂದೆಯೇ ಎಷ್ಟೋ ಬಾರಿ ನಮ್ಮ ಮನೆಯಲ್ಲೇ ಇದ್ದರೂ ನಮ್ಮ ಕಣ್ಣಿಗೆ ಗೋಚರಿಸದವರಾಗಿದ್ದಾರೆ.

ಒಂದೆಡೆ ಎಲ್ಲಾ ಸೌಲಭ್ಯಗಳ ಆಸರೆಯಲ್ಲಿರುವ ಕೆಲವು ಮಕ್ಕಳು. ಇನ್ನೊಂದೆಡೆ ಸೌಲಭ್ಯಗಳ ಕನಸನ್ನೂ ಆರಿಯದ ಹಲವು ಮಕ್ಕಳು.

ಸೌಲಭ್ಯ ಇರುವವರಾಗಲಿ ಇಲ್ಲದಿರುವವರಾಗಲಿ ಅವರ ಅವಶ್ಯಕತೆಗಳು ಏನು, ಇದನ್ನು ಪೂರೈಸಬೇಕಾದವರೂ ಎಂಬುದನ್ನು ನೋಡೋಣ.

ಈ ಮೊದಲು ಹೇಳಿದಂತೆ ಮಕ್ಕಳ ಅವಶ್ಯಕತೆಗಳು ಹಲವು ಅದರಲ್ಲಿ ಕೆಲವನ್ನು ಪಟ್ಟಿ ಮಾಡೋಣ.

ತಾಯಿಗರ್ಭದಿಂದ ಹೊರಬಂದ ಮಗುವಿಗೆ ಬದುಕಲು ಬೇಕಾದ ವಾತಾವರಣ. ತಾಯಿ ಮಗುವಿನೊಂದಿಗೆ ಸಂಬಂಧ ಬೆಳಸಲು ಅವಕಾಶ, ರೋಗಗುಣಜನಗಳಿಗೆ ಬಲಿಯಾಗದಂತೆ ಆರೋಗ್ಯ ಸಲಹೆ ಸೇವೆ. ತಾನು, ತನ್ನವರು, ಸಂಬಂಧಿಗಳು, ಅಂಬೆಗಾಳಿಕ್ಕೆ ಸಡೆದು ಎಡವಿದಾಗ ಆಸರೆ ಕೊಡುವ ಜನ. ಹೊಸತನ್ನು ನೋಡುವ ಕಾಣುವ ಆಸಕ್ತಿ, ಕುತೂಹಲ ತೋರಿಸಿದಾಗ, ಸಹಾಯ ಕೊಡುವವರು. ದೈಹಿಕ, ಮಾನಸಿಕ ಬೇಡಿಕೆಗಳಿಗೆ ಗಮನ ಸಿಗುವಂತಹ ಕೌಟುಂಬಿಕ ಪರಿಸರ, ಹಿಂಸೆಕೊಡುವವರೂ, ದಬ್ಬಾಳಿಕೆ ಮಾಡುವವರೂ ಇಲ್ಲದಂತಹ ಸಮಾಜ. ಮಕ್ಕಳ ಮಾತುಗಳಿಗೂ ಗೌರವ ಕೊಡುವರು. ಆವರ ಚಿಂತನೆಗೆ, ವಿಶಾಸಕ್ಕೆ ಅನುವುಮಾಡುವ ತಾಣ.

ಈ ಎಲ್ಲವನ್ನೂ ಒಂದಕ್ಕೊಂದು ಬೆಸೆಯುವ ವಿಚಾರ 'ಪ್ರೀತಿ'. ಈ ಎಲ್ಲವನ್ನೂ ಜಾರಿಗೊಳಿಸಲಿಕ್ಕೆ, ಸಾಧ್ಯವಾಗುವಂತೆ ಮಾಡುವುದು 'ರಕ್ಷಣೆ'.

ಮಕ್ಕಳಿರುವ ಮೊದಲ ಸ್ವಾಭಾವಿಕ ಹಕ್ಕುಗಳು 'ಪ್ರೀತಿ ಮತ್ತು ರಕ್ಷಣೆ'.

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ಹೀಗಾಗಿಯೇ, ಯಾವುದಾದರೊಂದು ದೇಶ 'ಅಭಿವೃದ್ಧಿ ಹೊಂದಿದೆ, ಆ ಹಾದಿಯಲ್ಲಿ ಸಾಗಿದೆ' ಎಂದು ಹೇಳಬೇಕಾದರೆ, ಆ ದೇಶ ತನ್ನ ಮಕ್ಕಳಿಗೆ ಎಷ್ಟು ರಕ್ಷಣೆ ಕೊಟ್ಟಿದೆ, ಪ್ರೀತಿಯನ್ನು ಯಾವರೀತಿ ನೀಡುತ್ತದೆ ಎಂದು ಗಮನಿಸಲಾಗುವುದು. ಆದರೆ ಮೂರ್ತ ರೂಪಕಾಣುವುದು. ಆ ದೇಶದ ಶಿಶುಮರಣ ಸಂಖ್ಯೆ (IMR) ಎಷ್ಟಿದೆ ಎಂದು ನೋಡುವುದರಂದ. ಭಾರತದಲ್ಲಿ 91-92 ಜನಸಂಖ್ಯೆಯ ವರದಿಗಳ ಪ್ರಕಾರ ಪ್ರತಿಸಾವಿರ ನವಜಾತ ಶಿಶುಗಳಲ್ಲಿ 79 ಮಕ್ಕಳು ಮೊದಲ ವರ್ಷದಲ್ಲಿ ಮರಣವನ್ನು ಪುಟ್ಟವೆ. (ಅಮೆರಿಕೆಯಲ್ಲಿ 9, ಫಿನ್‌ಲ್ಯಾಂಡ್ - 4 (ಕಡಿಮೆ) ನೈಗರ್ - 191 (ಹೆಚ್ಚು)).

ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಕುರಿತಾದ ಒಡಂಬಡಿಕೆಯ ಆರನೇ ಪರಿಚ್ಛೇದ : ಪ್ರತಿ ಮಗುವಿಗೂ ಬದುಕುವ ಹಕ್ಕು ಇದೆ ಎಂದು ಗೊತ್ತು ದೇಶಗಳೂ ಗಮನಿಸಬೇಕು'

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ಭಾರತದಲ್ಲಿ 0-14 ವರ್ಷದ 15 ಕೋಟಿ ಮಕ್ಕಳಲ್ಲಿ 7.30 ಕೋಟಿ ಹೆಣ್ಣು ಮಕ್ಕಳು, 7.70 ಕೋಟಿ ಗಂಡು ಮಕ್ಕಳು.

ಜಗತ್ತಿನೆಲ್ಲೆಡೆ ಸ್ವಾಭಾವಿಕವಾಗಿ ಹುಟ್ಟುವ, ಬದುಕುವ ಗಂಡು ಹೆಣ್ಣುಗಳ ಸಂಖ್ಯೆಗಳ ನಡುವೆ ಬಹಳ ವ್ಯತ್ಯಾಸ ಇರುವುದಿಲ್ಲ. ಆದರೆ ಭಾರತದಲ್ಲಿ ಮಾತ್ರ ಇದು ಏರುಪೇರುಗುತ್ತದೆ. ಭಾರತದಲ್ಲಿ '4ಮಿಲಿಯ' ಹೆಣ್ಣು ಮಕ್ಕಳು ಕಾಣೆಯಾಗಿದ್ದಾರೆ? ಎಲ್ಲಿ ಹೋದರವರು?

ಅವರು ಮಕ್ಕಳಾಗಿ ಹುಟ್ಟಲೇ ಇಲ್ಲ. ಹುಟ್ಟಿದರೂ ಮರುಕ್ಷಣ ನೋಡಲಿಲ್ಲ. ನೋಡಿದ್ದರೂ ಎರಡನೇ ವರ್ಷದ ತನಕ ಬಾಳಲಿಲ್ಲ. ಸ್ಥಿತಿವಂತರು ಕೆಲವು ಕಾರಣದಿಂದ ಹೆಣ್ಣು ಮಕ್ಕಳನ್ನು ಶಿರಸ್ತುರಿಸಿದರೆ, ಬಡವರು ಬೇರೆ ಕಾರಣದಿಂದ ಹೆಣ್ಣು ಮಕ್ಕಳನ್ನು ಬೇಡ ಎನ್ನುವರು.

ತಮಿಳುನಾಡಿನಲ್ಲಿ ಕೆಲವು ಪಂಗಡಗಳು ಹುಟ್ಟಿದ ಹೆಣ್ಣು ಮಗುವಿನ

ಬಾಯಿಗೆ ಭತ್ತದಕಾಳು ತುಂಬಿ ಕೊಂದು ಹಾಡುತ್ತಾರೆ. '... ಹೆಣ್ಣಾಗಿ ಹುಟ್ಟಿದೆಯಲ್ಲೇ, ನೋಡಲು ಈ ಜಗ, ಇಲ್ಲಿರುವುದೆಲ್ಲಾ ಬಲೇ ಕಷ್ಟ ದುಃಖ, ಕಷ್ಟೇರೂ. ಬೆಳೆಯಲು ನಿನಗೆಲ್ಲಿದೆ ಅವಕಾಶ, ನಿನ ಮಾತಿಗಿಲ್ಲದೆ ಜಾಗ, ಬಲೇ ದುಡಿಮೆ, ಸ್ವಾತಂತ್ರ್ಯದ ಕನಸಷ್ಟೆ. ಹೆಣ್ಣು ಮಗುವಾಗಿ ನೀನು ನನ್ನ ಮನೆಯಲ್ಲಿ ಜೀತ ಮಾಡ್ಬವೆ, ನಾಳೆ ಕಟ್ಟಿಕೊಂಡವನು ಮನ ಸೊಗ ಏಳಿಯುವೆ. ಬೇಡ ನಿನಗೆ ಈ ಕಷ್ಟ ಬೇಡ... ನೀನು ಬರವಾಡಿಕೊಂಡಾಗ ದೆಡ್ಡು ಸಂತಸ... ಕಳಸುವಾಗಲೂ ಇದೆ ದುಃಖದಲ್ಲೂ ಸಂತಸ, ಸದ್ದು ನೀನು ಪಡಬೇಕಾಗಿಲ್ಲ ನಾವು ಪಟ್ಟಿ ಕಷ್ಟ...'

ಬಡತನದ ಬೆಂಗೆ ಹೆಣ್ಣುಗಳ ಮೇಲೆ ನಡೆಯುವ ದೌರ್ಜನ್ಯ ಅಮರದ ಈ ಕೃತ್ಯ ಮಾಡಿಸುತ್ತದೆ!

ಹಣ ಉಳವರಿಗೆ ಬೇರೊಂದು ಚಿಂತೆ, ಗಂಡುಮಗು ವಂತೋದ್ಧಾರಕ ಓಡಿ ಓಡಿ ಹೊನ್ನಿಸ ಬೆಲೆಯವನು. ಹೆಣ್ಣಾದರೆ ಏರ್ಪಡ ತರುವವಳು.

ಬೇರೆ ಬೇರೆ ಜಾತಿ, ವರ್ಗ, ಪಂಗಡಗಳು ವಿವಿಧ ಕಾರಣಗಳಿಂದ ಮಕ್ಕಳಲ್ಲಿ ಅದರಲ್ಲೂ ಹೆಣ್ಣು ಮಕ್ಕಳಲ್ಲಿ ಭೇದ ತರುವುದೇ ಆದಲ್ಲಿ ಮಕ್ಕಳಿಗೆ ನಾವು ಸಾಮಾನ್ಯದಾಯಕವಾಗಿ ಪ್ರೀತಿ ತೋರುತ್ತಿದ್ದೇವೆಯೇ ಎಂಬ ಪ್ರಶ್ನೆ ಬರುತ್ತದೆ.

ಒಡಂಬಡಿಕೆಯ 2ನೇ ಪರಿಚ್ಛೇದ :

ಲಿಂಗ, ಭಾಷೆ, ಪ್ರದೇಶ, ರಾಜಕೀಯ, ಧಾರ್ಮಿಕ, ಸಾಂಸ್ಕೃತಿಕ, ಆರ್ಥಿಕ, ದೈಹಿಕ, ಹುಟ್ಟು ಯಾವುದರಂದಲೂ ಮಕ್ಕಳ ಮೇಲೆ ಬೇಧ ಭಾವವನ್ನು ನಾವು ತೋರಿಸಬಾರದು. ಮಕ್ಕಳಿಗೆ ಸಮಾನತೆಯೇ ಧ್ಯೇಯ.

ಸೊಬೆಲ್ ಒಮ್ಮಮಾನ ಪಡೆದಿರುವ ಚಿಲಿಯ ಕಮಿ ಗ್ರೇವಿಯಲ್ ಮಿಷನ್ಸ್ '... ಮಕ್ಕಳ ಬಗ್ಗೆ ಯೋಚನೆ 'ನಾಳೆ' ಮಾಡುವ ಎಂದರೆ ಅರ್ಥವಿಲ್ಲ, ಏಕೆಂದರೆ ಅವರ ಹಸೇರೆ 'ಇಂದು...' ಎಂದಿದ್ದಾರೆ.

ಮಕ್ಕಳು ನಾಳೆಯ ತನಕ ಕಾಯಲಾರರು. ಜಗತ್ತಿನ ಮಕ್ಕಳ ಪರಿಸ್ಥಿತಿಯ ಬಗ್ಗೆ ಈಗ, ಈಕ್ಷಣದಿಂದಲೇ ಕಾರ್ಯೋನ್ಮುಖರಾಗಬೇಕಿದೆ. ಈಗ ಬಾಲ್ಯದ ಅಧ್ಯಾಯದಿಂದ ವಂಚಿತರಾದವರಿಗೆ ಬಾಲ್ಯದ ಅನುಭವಗಳನ್ನು ಪ್ರೀತಿ, ಸಮಯ, ಅವಕಾಶ, ಶಿಕ್ಷಣ, ಮನೋರಂಜನೆ, ಸ್ವಾತಂತ್ರ್ಯ ಕೊಡಬೇಕಾಗಿದೆ. ಅವಕಾಶ ವಂಚಿತ ಹೆಣ್ಣು ಕೂಗುಗಳಿಗೆ ಬದುಕಲು, ಉಸಿರಾಡಲು, ಹಕ್ಕಿಗಳಂತೆ ಹಾರಾಡಲು ಅವಕಾಶ ಕೊಡಬೇಕಿದೆ. ತಂದೆ ತಾಯಿಯಿರುವ ಕಳೆದುಕೊಂಡು ನಿರ್ಗತಿಕರಾದ ಮಕ್ಕಳಿಗೆ ಪರ್ಯಾಯ ವ್ಯವಸ್ಥೆ - ದತ್ತು ಫಾಸ್ಟರ್ ಕೇರ್ - ಯರಸ್ತಿಯಾಗಿ ಮಾಡಬೇಕಾಗಿದೆ. ಅಂಗವಿಕಲತೆ ಹೊಂದಿರುವ ಮಕ್ಕಳಿಗೆ ತಮಗಿರುವ ಸಾಮರ್ಥ್ಯಗಳನ್ನೇ ಯರಸ್ತಿಯಾಗಿ ಬಳಸಲು ಸಹಾಯ ಕೊಡಬೇಕಿದೆ. ಮನೆಬಿಟ್ಟು ಓಡಿಬಂದ ದಾಖಲೆಗಳ ದುಃಖ ತಪ್ಪ ಮಕ್ಕಳಿಗೆ ಸಹಾಯ ನೀಡಿ ಸಾಧ್ಯವಾದಲ್ಲಿ ಮನೆಗೆ ಹಿಂದಿರುಗಿಸುವ ಅಥವಾ ಇರುವಷ್ಟೇ ಶಿಕ್ಷಣ ಅಥವಾ ತತ್ಸಂಬಂಧಿತ ತರಬೇತಿ ಆಗಬೇಕಿದೆ. ಹಳ್ಳಿ ಹಳ್ಳಿಗಳಲ್ಲಿ ಸೂಕ್ತ ಕುಡಿಯುವ ನೀರು, ವೃದ್ಧಿಯೇ ವ್ಯವಸ್ಥೆ, ಶಾಲೆ, ಅದಕ್ಕೆ ಕಟ್ಟಡ, ಸರಿಯಾಗಿಬರುವ ಅಧ್ಯಾಪಕಿಯರು ಆಗಬೇಕಿದೆ.

ನಾಳ ಕನಸು, ಭಾರತದ ಭವಿಷ್ಯ ಇರುವುದು ಇಂದಿನ ಮಕ್ಕಳ ಕಣ್ಣುಗಳಲ್ಲಿ. ಇವುಗಳೆಲ್ಲವರ ಜೊತೆಯಲ್ಲಿ ಮಕ್ಕಳು ಹೊಸದಾಗಿ ಬೇಡಿಗಿ ಬೇಳದಂತೆ ತಡೆಯಬೇಕಿದೆ. ಪ್ರತಿ ಹಳ್ಳಿಯ ಜನಪ್ರತಿನಿಧಿಗಳು ಆಯಾಹಳ್ಳಿಗಳ ಮಕ್ಕಳಿಗೆ ಕಾಳಜಿ ವಹಿಸಿದರೆ, ಪ್ರತಿಮಗುವಿನ ಅಭಿವೃದ್ಧಿ ಹೇಗಾಗುತ್ತದೆ ಎಂದು ಗಮನವಿಟ್ಟು ಉಸ್ತುವಾರಿ ನಡೆಸಿದರೆ ಜನಪ್ರತಿನಿಧಿಗಳಾಗಿ ಆಯ್ಕೆ ಆದುದಕ್ಕೆ ಅರ್ಥ ಬರುತ್ತದೆ.

ಇಂದಿನ ಪತ್ನಿಸ್ತೀ ಮತ್ತು ಮಕ್ಕಳ ಹಕ್ಕುಗಳು :

'ಈ ಜಗತ್ತು ನಿನ್ನ ಸ್ವತ್ತಲ್ಲ. ನಿನ್ನ ಅಪ್ಪನಿಂದ ಬಂದ ಆಸ್ತಿಯಲ್ಲ. ಇದು ನಿನ್ನ ಮಕ್ಕಳು ಮತ್ತು ಅವರ ಮಕ್ಕಳಿಂದ ತಾತ್ಕಾಲಿಕವಾಗಿ ಇರಲು ಎರವಲು ಪಡೆದಿರುವುದು. ಇದನ್ನು ಹೇಗಿತ್ತೋ ಹಾಗೆ ಬಿಡೋಣ. ಸಾಧ್ಯವಾದರೆ ಸ್ವಲ್ಪ ಉತ್ತಮಪಡಿಸೋಣ'.

ಈ ಮಾತುಗಳಿಗೆ ನಾವು ಜಗತ್ತನ್ನು ಹೇಗೆ ನೋಡಿಕೊಳ್ಳುತ್ತಿದ್ದೇವೆ ಎಂಬುದೇ ಸಾಕ್ಷಿ. ಇಂದಿನ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ ಈ ಹಿನ್ನೆಲೆಗಳಲ್ಲಿ ಮಕ್ಕಳ ಹಕ್ಕುಗಳು ಪ್ರಸ್ತುತವಾಗಿವೆ. ತಾನು ತನ್ನವರು ಎಂದು ಜಗತ್ತಿನ ಶ್ರೀಮಂತರು, ಲಾಭ ಬಡುಕರು, ದಾವುಗಾಲಿಟ್ಟು ಸಿಕ್ಕಪ್ಪರನ್ನೆಲ್ಲ ತುಳಿದು ಸಾಗಿರುವಾಗ, ಅವರ ಬೆಂಬಲಕ್ಕೆ ಲಿಚ್ಚಿಗೇಡಿ ಸರಕಾರಗಳು ಇರುವಾಗ ಅವರನ್ನೆಲ್ಲಾ ಎಚ್ಚರಿಸಲು ಸ್ವಾಭಾವಿಕವಾಗಿ ಮಕ್ಕಳಿಗೆ ಸಿಗಲೇಬೇಕಾದ ಸವಲತ್ತುಗಳನ್ನು ನೆನಪಿಸಲು ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಒಡಂಬಡಿಕೆ ಇದೆ.

ಎಲ್ಲಾ ಮಕ್ಕಳಿಗೂ ದೊರಕಲೇ ಬೇಕಾದ ಕೆಲವು ಹಕ್ಕುಗಳು

★ ಎಲ್ಲ ಮಕ್ಕಳಿಗೆ ಪ್ರಾಥಮಿಕ ಆರೋಗ್ಯ ಸೇವೆ ...

ಭಾರತದ ಇಂದಿನ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ ಹುಟ್ಟಿದ 1000 ಶಿಶುಗಳಲ್ಲಿ 79 ಮೊದಲ ವರ್ಷದೊಳಗೆ, 124 ಮಕ್ಕಳು 5 ವರ್ಷ ಆಗುವುದರೊಳಗೆ ನಿಧನ ಹೋದುವುತ್ತು, ಪ್ರಾಥಮಿಕ ಪೂರ್ವ ಹಂತದ 56% ಮಕ್ಕಳಿಗೆ ಕಬ್ಬಿಣಾಂಶ ಕೊರತೆ, 22 ಲಕ್ಷ ಮಕ್ಕಳಿಗೆ ಮಿದುಳು ಸಂಬಂಧಿತ ಶ್ರೇಷ್ಠನಿರೋಗವಿದೆ, 66 ಲಕ್ಷ ಮಕ್ಕಳು ಭಾಗಶಃ ಬುದ್ಧಿಮಾಂದ್ಯತೆ ತೋರಿದ್ದಾರೆ.

'..... ಯಾವುದೇ ಮಗುವಿಗೆ ಆರೋಗ್ಯ ಸೇವೆ ನಿರಾಕರಿಸಲಾಗದು. ಆರೋಗ್ಯ ರಕ್ಷಣೆಗಾಗಿ ಆತ್ಮತ್ಯಜನವಾದ ವ್ಯವಸ್ಥೆ ತುರ್ತಾಗಿ ಮಾಡಲೇಬೇಕು.....' ಅನುಚ್ಛೇದ 24, 6, 23, 26 ಮತ್ತು 27 CRC

★ ಎಲ್ಲ ಮಕ್ಕಳಿಗೆ ಪ್ರಾಥಮಿಕ ಶಿಕ್ಷಣ ...

ಭಾರತದ ಇಂದಿನ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ 2 ಕೋಟಿ ಅನಕ್ಷರಸ್ಥ ಮಕ್ಕಳು, ಆಯವ್ಯಯ ಪಟ್ಟಿಯಲ್ಲಿ ಪ್ರಾಥಮಿಕ ಶಿಕ್ಷಣಕ್ಕೆ ಕನಿಷ್ಠ ಪ್ರಾಮುಖ್ಯತೆ, ಶಾಲೆ ಇಲ್ಲದ ಹಳ್ಳಿಗಳು, ಶಿಕ್ಷಕರಿಲ್ಲದ ಶಾಲೆಗಳು. ಒಂದನೇ ತರಗತಿಗೆ ಸೇರುವ 100 ಮಕ್ಕಳಲ್ಲಿ 52 ಮಕ್ಕಳು ಮಾತ್ರ, 5ನೇ ತರಗತಿ ತಲುಪುವರು.

'..... ಕಡ್ಡಾಯ ಮತ್ತು ಉಚಿತ ಪ್ರಾಥಮಿಕ ಶಿಕ್ಷಣ ಎಲ್ಲ ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿಗೆ ಸಾಧನ.....' ಅನುಚ್ಛೇದ 28, 29, 31 CRC

★ ಹೆಣ್ಣು ಮಕ್ಕಳಿಗೆ ಸಮಾನ ಸ್ಥಾನಮಾನ ...

ಭಾರತದ ಇಂದಿನ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ 30 ಕೋಟಿ ಮಕ್ಕಳು (1991 ಜನಸಂಖ್ಯಾ ಗಣತಿ) 0-6 ವರ್ಷದ ಮಕ್ಕಳ ಸಂಖ್ಯೆ 15 ಕೋಟಿ, ಹೆಣ್ಣು ಮಕ್ಕಳ ಸಂಖ್ಯೆ 7 ಕೋಟಿ 30 ಲಕ್ಷ 40 ಲಕ್ಷ ಹೆಣ್ಣು ಮಕ್ಕಳ ಪತ್ತೆ ಇಲ್ಲ! ಆರೋಗ್ಯ, ಶಿಕ್ಷಣ ಅವಕಾಶ ಎಲ್ಲದರಲ್ಲೂ ಹೆಣ್ಣು ಮಕ್ಕಳಿಗೆ ಕಡಿಮೆ ಸ್ಥಾನ.

'..... ಜಾತಿ, ಮತ, ಲಿಂಗ, ಧರ್ಮ, ಜನಾಂಗ ಈ ಯಾವುದೂ ಮಕ್ಕಳಲ್ಲಿ ಭೇದ ಭಾವ ತರಬಾರದು.....' ಅನುಚ್ಛೇದ 2 CRC.

★ ಬಾಲಕಾರ್ಮಿಕ ಪದ್ಧತಿ ನಿರ್ಮೂಲನೆ ...

ಭಾರತದ ಇಂದಿನ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ 11 ಕೋಟಿ ಬಾಲಕಾರ್ಮಿಕರು! ಕಡಿಮೆ ಕೂಲಿ, ಹೆಚ್ಚು ದುಡಿಮೆ, ಬೆಳೆದಂತೆ ಕೆಲಸಕ್ಕೆ ಬಾರದವರಾಗುವ ಮಕ್ಕಳು. ವರ್ಷದಿಂದ ವರ್ಷಕ್ಕೆ ಹೆಚ್ಚುವ ನಿರುದ್ಯೋಗಿಗಳ ಸಂಖ್ಯೆ. ಜೀತ, ಸೂಳೆಗಾರಿಕೆ ತಳ್ಳಲ್ಪಟ್ಟ ... ಭವಿಷ್ಯದ ಕಲ್ಪನೆಯಿಲ್ಲದ ಮಕ್ಕಳು.

'... ಮಕ್ಕಳನ್ನು ಅವರಿಗಿಷ್ಟು ಎಲ್ಲದ, ಅವರ ಶಕ್ತಿಗೆ ಮೀರದ ಕೆಲಸಗಳಲ್ಲಿ ತೊಡಗಿಸಬಾರದು. ಯಾವುದೇ ರೀತಿಯ ದಬ್ಬಾಳಿಕೆ, ಲೈಂಗಿಕ ರೋಷಣೆ ಮರದ ಮಕ್ಕಳಿಗೆ ರಕ್ಷಣೆ ಇರಬೇಕು....' ಅನುಚ್ಛೇದ 18, 32 CRC

ಈಗ ಹೇಳಿ ಮಕ್ಕಳಿಗೆ ಹಕ್ಕುಗಳು ಇದೆಯೋ ಇಲ್ಲವೋ ?

ಇಷ್ಟೇ ಅಲ್ಲ, ಮಕ್ಕಳಿಗೆ ಕೆಲವು ಮೂಲ ಭೂತ ಹಕ್ಕುಗಳಿವೆ

ಎಲ್ಲ ಮಕ್ಕಳಿಗೂ ಸಮಾನವಾದ ಹಕ್ಕುಗಳಿವೆ .

ಮಕ್ಕಳಿಗೆ ಸ್ವಾಭಾವಿಕವಾಗಿ ಇರುವ ಹಕ್ಕುಗಳಿಗೆ ಈ ಯಾವುದೂ ತಡೆಯಾಗುವುದಿಲ್ಲ -

- ದೇಶ, ಭಾಷೆ, ತಾಜ್ಜ, ಜಾತಿ, ಧರ್ಮ, ಬಣ್ಣ, ಲಿಂಗ, ಶಿಕ್ಷಣ ಮುಟ್ಟ
- ಮಕ್ಕಳ ತಾಯಿ ತಂದೆ, ಪೋಷಕರು ಯಾರೇ ಆಗಿರಲಿ
- ಬಡವ ಬಲ್ಲಿದ ಎಂಬ ಕೌಟುಂಬಿಕ ಹಿನ್ನೆಲೆ

ಜಗತ್ತಿನ ಎಲ್ಲ ಮಕ್ಕಳಿಗೆ ಒಂದೇ ರೀತಿಯ ಹಕ್ಕುಗಳಿವೆ.

ನವೆಂಬರ್ 20, 1989 ರಂದು ಮಿತ್ರ ಸಂಸ್ಥೆಯಲ್ಲಿ ಅಂಗೀಕೃತವಾದ 'ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಒಡಂಬಡಿಕೆ'ಗೆ ಸಹಿ ಹಾಕಿದ ಮೇಲೆ ಆಯೋದೇಶಗಳು ಮಕ್ಕಳ ಮೂಲ ಹಕ್ಕುಗಳನ್ನು ಗುರುತಿಸಿ ಒಪ್ಪಿದಂತೆ ಆಗಿದೆ. ಒಡಂಬಡಿಕೆಯ ಆರು ಪ್ರಮುಖ ವಿಚಾರಗಳು ಇಲ್ಲಿವೆ....

01. ನಾಗರಿಕ ಹಕ್ಕುಗಳು, ಮಾಹಿತಿ ಮತ್ತು ಸ್ವಾತಂತ್ರ್ಯ
02. ಕೌಟುಂಬಿಕ ವಾತಾವರಣ ಮತ್ತು ಪರ್ಯಾಯ ವ್ಯವಸ್ಥೆ / ರಕ್ಷಣೆ
03. ಮೂಲ ಆರೋಗ್ಯ ಸೌಲಭ್ಯ ; 04. ಶಿಕ್ಷಣ, ವಿಶ್ರಾಂತಿ ಮತ್ತು ಮನೋರಂಜನೆ ; 05. ಬಾಲಕಾರ್ಮಿಕ ಪದ್ಧತಿ ನಿರ್ಮೂಲನೆ ಮತ್ತು ಲೈಂಗಿಕವಾಗಿ ಮಕ್ಕಳ ಮನೋರಂಜನೆಯಿಲ್ಲದುದು ; 06. ಒಪ್ಪಿದ ಒಡಂಬಡಿಕೆಯನ್ನು ಆಯಾ ದೇಶಗಳಲ್ಲಿ ಜಾರಿಗೊಳಿಸಲು ಕ್ರಮಗಳು.

ಈಗ ಇವುಗಳನ್ನು ಜಾರಿಗೊಳಿಸಲು ನಮ್ಮ ಜವಾಬ್ದಾರಿ ಎನು ಎಂಬುದರತ್ತ ನೋಡೋಣ. ಮಕ್ಕಳಿಗೆ ನಾವು ನೀಡಬೇಕಾಗಿರುವುದು ಬದುಕುವ ಹಕ್ಕು, ರಕ್ಷಣೆಯ ಹಕ್ಕು, ಅವಕಾಶ, ವಿಶ್ವಾಸಾರ್ಹತೆ ಮತ್ತು ಹಾಗೂ ಭಾಗವಹಿಸಲು ಹಕ್ಕು.

ಪ್ರತಿ ಮಗುವಿಗೂ ಜನ್ಮ ಹೊಂದಲು, ಜೀವಿಸಲು, ಉತ್ತಮ ಆರೋಗ್ಯ ಸೇವೆ ಹೊಂದಲು, ಪೌಷ್ಟಿಕ ಆಹಾರ ಪಡೆಯಲು, ಒಂದು ಹೆಸರು ಇದ್ದು, ತಾನು ಒಂದು ದೇಶದ ಪ್ರಜೆ ಎಂದು ಗುರುತಿಸಿಕೊಳ್ಳುವ ಹಕ್ಕು, - ಬದುಕುವ ಹಕ್ಕು.

ರಕ್ಷಣೆಯ ಹಕ್ಕು - ದಬ್ಬಾಳಿಕೆ, ತೊಂದರೆ, ಕಿರುಕುಳ, ಹಿಂಸೆಯ ವಿರೋಧಿ ಹಾಗೂ ತುರ್ತು ಸಂದರ್ಭಗಳಲ್ಲಿ ಮತ್ತು ಸಾರ್ವಜನಿಕ ಸ್ಥಳಗಳಲ್ಲಿ ರಕ್ಷಣೆ.

ಶಿಕ್ಷಣ, ಶೈಕ್ಷಣಿಕ ಬೆಳೆಯಲು ಅವಕಾಶ, ಆರೋಗ್ಯ ರಕ್ಷಣೆ, ಸಾಮಾಜಿಕ ಭದ್ರತೆ, ಬದುಕು, ಮನೋರಂಜನೆ ಮತ್ತು ಸಾಂಸ್ಕೃತಿಕ ಚಟುವಟಿಕೆಗಳಿಗೆ ಅವಕಾಶ - ವಿಶ್ವಾಸಾರ್ಹತೆ ಮತ್ತು ಹಕ್ಕು.

ಭಾಗವಹಿಸುವ ಹಕ್ಕು - ಮಕ್ಕಳ ಅಭಿಪ್ರಾಯಗಳಿಗೆ ಮನ್ನಣೆ ಸ್ವಾತಂತ್ರ್ಯ, ಮಾಹಿತಿಯ ಲಭ್ಯತೆ, ಚಿಂತನೆಗೆ, ಬುದ್ಧಿ ಬೆಳವಣಿಗೆಗೆ ಅವಕಾಶ ಮತ್ತು ಧಾರ್ಮಿಕ ಹಕ್ಕುಗಳು.

ಈ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ನಮ್ಮ ಜವಾಬ್ದಾರಿ ಈ ಮುಂದಿನದು

ಮಕ್ಕಳ ಹಕ್ಕುಗಳನ್ನು ರಕ್ಷಿಸಲು ನಾವು ಏನು ಮಾಡಬಹುದು?

01. ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಕಾರ್ಯಗಳನ್ನು ಬೆಂಬಲಿಸಿ.

ಕಡ್ಡಾಯ ಪ್ರಾಥಮಿಕ ಶಿಕ್ಷಣ, ಬಾಲಕಾರ್ಮಿಕ ಪದ್ಧತಿ ನಿರ್ಮೂಲನೆ, ಆರೋಗ್ಯ ಸೇವೆ ವಿವಿಧೀಕರಣೆ.

02. ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಒಡಂಬಡಿಕೆಗೆ ಬದ್ಧವಾಗುವಂತಹ ಕಾನೂನುಗಳನ್ನು ನಿರ್ಮಿಸಿ.

ಈಗಾಗಲೇ ಇರುವ ಕಾನೂನುಗಳ ಕಡ್ಡಾಯ ಜಾರಿ, ಅವಶ್ಯಕತೆ ಇರುವ ಕಡೆ ಸೂಕ್ತ ಕಾನೂನುಗಳ ರಚನೆ, ಪರಿಷ್ಕರಣೆ ಮತ್ತು ಮರುರಚನೆ.

03. ಹೆಣ್ಣುಮಕ್ಕಳ ಬಗ್ಗೆ ಇರುವ ತಾರತಮ್ಯ ನಿವಾರಣೆಗೆ ಸಕಾರಾತ್ಮಕ ಕೆಲಸಗಳಲ್ಲಿ ತೊಡಗಿಕೊಳ್ಳಿ.

ಹೆಣ್ಣುಮಕ್ಕಳಿಗೆ ಜೀವಿಸಲು, ಶಿಕ್ಷಣ ಪಡೆಯಲು, ಭಾಗವಹಿಸಲು ಅವಕಾಶ ನೀಡುವುದು.

04. ನಿರ್ಧಾರಗಳನ್ನು ಕೈಗೊಳ್ಳುವಾಗ ವಿಕೇಂದ್ರೀಕರಣ ಹಾಗೂ ಭಾಗವಹಿಸುವಿಕೆಯೇ ಜೀವಾವಳಿವಾಗಿ.

ಜನ ಸಂಘಟನೆಗಳು, ಸ್ವಯಂಸೇವಾ ಸಂಘಟನೆಗಳು, ಪಂಚಾಯತ್‌ಗಳು ಜನಪರ ನಿರ್ಧಾರಗಳು ಬರುವಂತಹ ಪಾತ್ರವರ್ತಿಸಬೇಕು.

05. ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಪರವಾಗಿ ದನಿ ಎತ್ತಿ ಪ್ರಚಾರಮಾಡಿ.

ಮಕ್ಕಳ ಪರವಾದ ನ್ಯಾಯ, ಕಾನೂನು, ಸಂಶೋಧನೆ, ಕೆಲಸ ಈ ಬಗ್ಗೆ ಮಾಹಿತಿ ಹಂಚಿಕೆಯಲ್ಲಿ ನಿರತರಾಗುವುದು.

06. ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಜಾರಿ ಬಗ್ಗೆ ಉನ್ನತವಾಗಿ ನಡೆಸುವುದು.

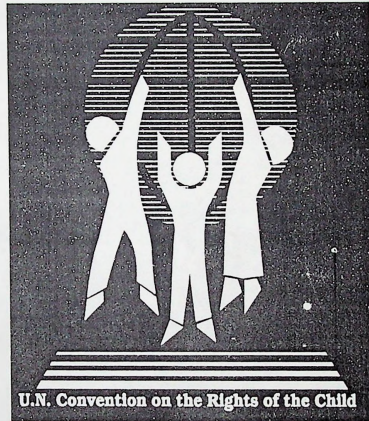
ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಸ್ಥಿತಿಗತಿಗಳ ಬಗ್ಗೆ ಸೂಕ್ತ ಸೂಚಕಗಳನ್ನು ಅಭಿವೃದ್ಧಿ ಪಡಿಸುವುದು.

ಹೆಚ್ಚಿನ ವಿವರಗಳಿಗೆ ಒಡಂಬಡಿಕೆಯ ಪ್ರತಿ ಓದಿ. ಭಾರತದ ಎಲ್ಲ ಭಾಗಗಳಲ್ಲಿ ಈ ಒಡಂಬಡಿಕೆಯ ಪ್ರತಿಗಳು ಲಭ್ಯವಿದೆ. ಪ್ರತಿಗಳಿಗೆ ಸಂಪರ್ಕಿಸಿ: ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಇಲಾಖೆ, ಕರ್ನಾಟಕ ಸರ್ಕಾರ.

- ಎನ್.ವಿ. ಮಾಸುದೇವ ಶರ್ಮಾ



ಮಕ್ಕಳ ಹಕ್ಕುಗಳು
ಕೆಲವು ಪ್ರಮುಖ ಜಾರಿ ಸೂಚಕಗಳು



ಮಕ್ಕಳ ಹಕ್ಕುಗಳ ಒಡಂಬಡಿಕೆ

ಮೂಲ
unicef

ಅನುವಾದ ಮತ್ತು ಪ್ರಕಟಣೆ
CRY ಬೆಂಗಳೂರು

ಅನುವಾದಕರು : ವಿಶ್ವನಾಥ, ವಿನಿತೆ ಎಸ್. ಶರ್ಮಾ, ಮಹೇಂದ್ರ, ಪ್ರಕಾಶ್ ಕಾಮತ್, ವಾಸುದೇವ ಶರ್ಮಾ

ಸಂಖ್ಯೆ	ವಿಷಯ	ವಿಚಾರ	ಜಾರಿ ಸೂಚಕಗಳು
1.	ಮಗು/ಮಕ್ಕಳು ಎಂದರೇನು? Definition of Child	ಆಯಾ ರಾಷ್ಟ್ರದ ಕಾನೂನು ಪ್ರಾಧಾನ್ಯಕ್ಕೆ ಇನ್ನೂ ಕೆಳವಯಸ್ಸನ್ನು ಗುರುತಿಸಿರದಿದ್ದರೆ 18 ವರ್ಷದ ಕೆಳಗಿನ ಎಲ್ಲರೂ ಇದರಲ್ಲಿ ಸೇರುತ್ತಾರೆ.	<p>1. ರಾಷ್ಟ್ರೀಯ ಕಾನೂನುಗಳಲ್ಲಿ 'ಮಗು' ಎಂಬುದಕ್ಕೆ ನೀಡಿರುವ ವ್ಯಾಖ್ಯಾನ.</p> <p>2. ಅಪರಾಧದ ಜವಾಬ್ದಾರಿ (ಅಪರಾಧೀಕರಣದ ಜವಾಬ್ದಾರಿ), ಪೋಷಕರ ಒಪ್ಪಿಗೆಯ ಅವಶ್ಯಕತೆ ಇಲ್ಲದ ಕಾನೂನು ಹಾಗೂ ವೈದ್ಯಕೀಯ ಸಲಹೆ ಸೂಚನೆ ಪಡೆಯುವುದು ಕಡ್ಡಾಯವಾದ ಪ್ರಾಥಮಿಕ ಶಿಕ್ಷಣದ ಕೊನೆ, ಲೈಂಗಿಕ ಚಟುವಟಿಕೆಗಳಿಗೆ ಸ್ವಯಂ ಒಪ್ಪಿಗೆ ನೀಡುವುದು, ಮದುವೆ, ಸೈನ್ಯಕ್ಕೆ ಸೇರ್ಪಡೆ, ಸೆರೆಮನೆ ವಾಸ ಇವುಗಳಿಗೆ ಕಾನೂನು ವಿಧಿಸಿರುವ ಕನಿಷ್ಠ ವಯೋಮಿತಿ.</p> <p>3. ಈ ಹಲವಾರು ವಿಷಯಗಳಲ್ಲಿ ಹೆಣ್ಣು ಮಕ್ಕಳಿಗಿಂತ ಗಂಡು ಮಕ್ಕಳನ್ನು ಬೇರೆಯಾಗಿ ಕಾಣಲಾಗುತ್ತದೆಯೇ? ಹಾಗಾದರೆ ಅದಕ್ಕೆ ಕಾರಣಗಳೇನು?</p>
2.	ತಾರತಮ್ಯಕ್ಕೆ ಈಡಾಗದ ಸ್ವಾತಂತ್ರ್ಯ Freedom from discrimination	ಯಾವುದೇ ಪಕ್ಷಪಾತವಿಲ್ಲದೆ ಎಲ್ಲ ಮಕ್ಕಳಿಗೂ ಈ ಒಡಂಬಡಿಕೆಯು ಹೆಸರಿಸಿರುವ ಹಕ್ಕುಗಳು ಅಭಿಮತವು. ಕುಟುಂಬದ ಹಿನ್ನೆಲೆ, ಅಂತಸ್ತು ಅಥವಾ ಚಟುವಟಿಕೆಗಳು, ನಂಬಿಕೆಗಳು ಇವುಗಳನ್ನು ಮಕ್ಕಳಿಗೆ ಶಿಕ್ಷೆ ಕೊಡುವುದರ ಅಥವಾ ತಾರತಮ್ಯ ತೋರಿಸುವುದರ ವಿರುದ್ಧ ಸರ್ಕಾರವು ಮಕ್ಕಳಿಗೆ ರಕ್ಷಣೆ ಒದಗಿಸಬೇಕು.	<p>1. ರಾಷ್ಟ್ರೀಯ ಮಟ್ಟದ ಶಾಸನಗಳಲ್ಲಿ ಪರಿಚ್ಛೇದ 2 ರಲ್ಲಿ ನೀಡಿರುವ ಅವಕಾಶಗಳಿಗೆ ಎಷ್ಟರ ಮಟ್ಟಿಗೆ ಮನ್ನಣೆ ನೀಡಲಾಗಿದೆ.</p> <p>2. ಹೆಣ್ಣು ಮಕ್ಕಳು/ಗ್ರಾಮೀಣ ಮಕ್ಕಳು/ ಅಲ್ಪ ಸಂಖ್ಯಾತರ ಮಕ್ಕಳು/ ನಿರಾಶ್ರಿತರ ಮಕ್ಕಳು/ ಅಂಗವಿಕಲ ಮಕ್ಕಳಿಗೆ ತೋರಿಸುವ ತಾರತಮ್ಯಗಳ ವಿರುದ್ಧ ತೆಗೆದುಕೊಂಡಿರುವ ಸೂಕ್ತಕ್ರಮಗಳೂ ಹಾಗೂ ತಾರತಮ್ಯ ಮನೋಭಾವಗಳು ಮತ್ತು ಪೂರ್ವಾಗ್ರಹಗಳನ್ನು ತೆಗೆದುಹಾಕುವುದರ ಬಗ್ಗೆ ತಡೆಗಟ್ಟುವುದರ ಬಗ್ಗೆ, ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳು.</p>
3.	ಎಲ್ಲ ರೀತಿಯಿಂದ ಮಕ್ಕಳ ಹಿತದೃಷ್ಟಿ Best interest of the child.	ಯಾವುದೇ ಕಾನೂನು ಅಥವಾ ಆಡಳಿತಾತ್ಮಕ ನಿರ್ಧಾರಗಳನ್ನು ಮಾಡುವಾಗ ಎಲ್ಲ ರೀತಿಯಿಂದ ಹಿತ ಕಾಪಾಡಿ ಮಕ್ಕಳ ರಕ್ಷಣೆ ಹಾಗೂ ಪಾಲನೆಗೆ ಸರ್ಕಾರವು ಕೆಲವು ಮಾಪಕಗಳನ್ನು ಸೂಚಿಸಿ ಜಾರಿಗೊಳಿಸಬೇಕು.	<p>1. ಕಾನೂನು ಹಾಗೂ ನ್ಯಾಯಾಲಯ, ಆಡಳಿತ ಹಾಗೂ ಮತ್ತಿತರ ಕ್ಷೇತ್ರಗಳಲ್ಲಿ ಮಕ್ಕಳ ಹಿತದೃಷ್ಟಿಯನ್ನು ಎಷ್ಟರ ಮಟ್ಟಿಗೆ ಗಮನಿಸಲಾಯಿತು ಎಂಬುದನ್ನು ಅವಲಂಬಿಸಿತ್ತು.</p> <p>ಯಾವುದೇ ಕಾನೂನು ಅಥವಾ ಆಡಳಿತಾತ್ಮಕ ನಿರ್ಧಾರಗಳನ್ನು ಮಾಡುವಾಗ ಎಲ್ಲ ರೀತಿಯಿಂದ ಮಕ್ಕಳ ಹಿತ ಕಾಪಾಡಿ ಅವರ ರಕ್ಷಣೆ ಮತ್ತು ಪಾಲನೆಗೆ ಇರುವ ಸಂಸ್ಥೆಗಳು ಹೇಗಿರಬೇಕೆಂದು ಸರ್ಕಾರ ನಿಗದಿ ಮಾಡಬೇಕು.</p>
4.	ಹಕ್ಕುಗಳ ಜಾರಿ. Implementation of Rights	ಈ ಒಡಂಬಡಿಕೆಯಲ್ಲಿ ಹೇಳಲಾಗಿರುವ ಹಕ್ಕುಗಳನ್ನು ಸರ್ಕಾರವು ಪಾತ್ರಾಕರಿಸಬೇಕು.	<p>1. ಪ್ರಸ್ತುತ ಒಡಂಬಡಿಕೆಯಲ್ಲಿನ ಅವಕಾಶಗಳನ್ನು ಒಟ್ಟಾರೆ ರಾಷ್ಟ್ರೀಯ ಹಾಗೂ ಸ್ಥಳೀಯ ಪರಿಷರಗಳಲ್ಲಿ ಜಾರಿ ಮಾಡಲು ಇರುವ ಒಟ್ಟಾರೆ ಯೋಜನೆಗಳು.</p>

ಸಂಖ್ಯೆ	ವಿಷಯ	ವಿಚಾರ	ಜಾರಿ ಸೂಚಕಗಳು
5.	ಪೋಷಕರ/ಹತ್ತವರ ಜವಾಬ್ದಾರಿಯನ್ನು ಗೌರವಿಸುವುದು Respect for parental responsibility	ಈ ಒಡಂಬಡಿಕೆಯಲ್ಲಿ ತಿಳಿಸಿರುವ ಹಕ್ಕುಗಳನ್ನು ಚಲಾಯಿಸಲು ಮಕ್ಕಳಿಗೆ ಪೋಷಕರು/ ಹತ್ತವರು ನೀಡಬಹುದಾದ ನಿರ್ದೇಶನ/ ಸಲಹೆಗಳನ್ನು ಸರಕಾರವು ಗೌರವಿಸಬೇಕೆಂಬ ಹಕ್ಕು.	1. ಪೋಷಕರ ಶಿಕ್ಷಣ ಅಥವಾ ಕೌಟುಂಬಿಕ ಸಲಹಾ ಸೇವೆ (ಸಮಾಲೋಚನೆ) ಇರುವ ವ್ಯವಸ್ಥೆಗಳನ್ನು ಕುರಿತು ಮಾಹಿತಿ.
6.	ಉಳಿವು ಮತ್ತು ಅಭಿವೃದ್ಧಿ Survival & Development	ಮಗುವಿಗೆ ಜೀವಿಸುವ ಹಕ್ಕು ಇದೆ. ಸರಕಾರವು ಪ್ರತಿಯೊಂದು ಮಗುವೂ ಸಾಯದೆ ಬದುಕಲು ಹಾಗೂ ವಿಶಾಸ/ಅಭಿವೃದ್ಧಿ ಹೊಂದಲು ಸಾಕಷ್ಟು ಕ್ರಮ ಕೈಕೊಳ್ಳಬೇಕು.	1. ಮಕ್ಕಳು ಉಳಿಯಲು ಹಾಗೂ ವಿಶಾಸಹೊಂದಲು ಸರಕಾರವು 'ಎಷ್ಟರ ಮಟ್ಟಿಗೆ ಪ್ರಯತ್ನ ಪಟ್ಟಿದೆ' ಹಾಗೂ ಅಂತಹ ವಾತಾವರಣ ನಿರ್ಮಾಣ ಮಾಡಲು ಏನು ಕ್ರಮ ಕೈಗೊಂಡಿದೆ ಎಂಬ ಮಾಹಿತಿ.
7.	ಹೆಸರು ಮತ್ತು ರಾಷ್ಟ್ರೀಯತೆ Name & Nationality	ಒಂದು ಹೆಸರನ್ನು ಇಟ್ಟುಕೊಳ್ಳುವ ಹಾಗೂ ರಾಷ್ಟ್ರೀಯತೆಯನ್ನು ಹೊಂದುವ ಮತ್ತು ತನ್ನ ಹೆತ್ತವರಾರು (ತಂದೆ ತಾಯಿಗಳು) ಎಂದು ತಿಳಿದುಕೊಳ್ಳುವ ಹಾಗೂ ತನ್ನ ಪೋಷಕರಿಂದ ಪ್ರೀತಿ, ರಕ್ಷಣೆ ಪಡೆಯುವ ಹಕ್ಕು.	1. ಹುಟ್ಟಿದ ಎಲ್ಲ ಮಕ್ಕಳ ಜನನ ದಾಖಲೆಯಿಡುವುದಕ್ಕೆ ಮತ್ತು ಅಂಥ ದಾಖಲೆಯಿಡದೇ ಹೋದರೆ ಅಥವಾ ಯಾವಾಗಲೋ ದಾಖಲಿಸದರೆ ಶಿಕ್ಷೆ ಕೊಡುವುದಕ್ಕೆ ತೆಗೆದುಕೊಳ್ಳುವ ಅಥವಾ ತೆಗೆದುಕೊಳ್ಳಲು ಉದ್ದೇಶಿಸುವ ಕ್ರಮಗಳು. 2. ಗ್ರಾಮೀಣ ಪ್ರದೇಶಗಳಲ್ಲಿ ಮಕ್ಕಳ ದಾಖಲಾತಿಯನ್ನು ಮಾಡಲು ಎಂತಹ ವ್ಯವಸ್ಥೆ ಮಾಡಲಾಗಿದೆ.
8.	ಆನನ್ಯತೆ/ವ್ಯಕ್ತಿತ್ವ ಕಾಪಾಡುವುದು Preservation of identity	ಮಕ್ಕಳ ಆನನ್ಯತೆ/ವ್ಯಕ್ತಿತ್ವ ಕಾಪಿಡುವ ಅಥವಾ ಮರುಸ್ಥಾಪಿಸುವ ಹಕ್ಕು (ಹೆಸರು, ರಾಷ್ಟ್ರೀಯತೆ ಹಾಗೂ ಕೌಟುಂಬಿಕ ಸಂಬಂಧಗಳು)	
9.	ಪೋಷಕರ ರಕ್ಷಣೆ ಹಾಗೂ ಬೇರ್ಪಡದಿರುವುದು Parental Care & Non-separation	ಮಕ್ಕಳ ಹಿತದೃಷ್ಟಿಯಿಂದ ಪ್ರತಿ ಮಗುವಿಗೂ ತನ್ನದೇ ಪೋಷಕರೊಂದಿಗೆ ಜೀವಿಸುವ ಹಕ್ಕು (ಅದು ಮಗುವಿನ ಬೆಳವಣಿಗೆಗೆ ಅಹಿತಕರ ಎಂದು ಗುರುತಿಸದಿದ್ದ ಪ್ರಸಂಗದಲ್ಲಿ), ತಂದೆ ತಾಯಿಗಳೊಂದಿಗೆ ಸಂಬಂಧ/ಸಂಪರ್ಕ ಹೊಂದುವುದು. ಸರಕಾರದ ಕ್ರಮಗಳಿಂದ ಅಕಸ್ಮಾತ್ ಮಕ್ಕಳು ತಂದೆ ತಾಯಿಯಿಂದ ಬೇರ್ಪಟ್ಟಲ್ಲಿ ಅಕುರಿತು ಮಾಹಿತಿ.	1. ತಂದೆ ತಾಯಿಯರು ಬೇರ್ಪಟ್ಟಿದ್ದಲ್ಲಿ ಇಬ್ಬರೊಂದಿಗೂ ಸಂಪರ್ಕ. ಸಂಬಂಧ ಹೊಂದಿರುವ ಹಕ್ಕನ್ನು ಜಾರಿ ಮಾಡಲು ಕೈಗೊಂಡ ಕ್ರಮಗಳು.
10.	ಕುಟುಂಬದ ಪುನರ್ಮಿಲನ Family Reunification	ಯಾವುದೇ ದೇಶಕ್ಕೆ ಹೋಗುವ, ಅಲ್ಲಿಂದ ಹಿಂದಿರುಗುವ ಹಕ್ಕು ಮತ್ತು ತಂದೆ ತಾಯಿಯೊಂದಿಗೆ ಸಂಪರ್ಕವಿಟ್ಟುಕೊಳ್ಳುವ ಹಕ್ಕು.	1. ಬೇರ್ಪಟ್ಟ ತಂದೆ ತಾಯಿಯೊಂದಿಗೆ ಸಂಪರ್ಕವಿಟ್ಟುಕೊಳ್ಳಲು ಮಗುವಿಗೆ ಹಕ್ಕಿರುವುದನ್ನು ಖಚಿತಪಡಿಸಲು ಕೈಗೊಳ್ಳುವ ಕ್ರಮಗಳು.
11.	ಕಾನೂನು ವಿರುದ್ಧವಾಗಿ ಸ್ಥಳಾಂತರಗೊಳಿಸುವುದು ಹಾಗೂ ವಾಪಸ್ ಕಳಿಸದಿರುವುದು. Illicit Transfer & Non-return.	ಕಾನೂನಿಗೆ ವಿರುದ್ಧವಾಗಿ ಮಕ್ಕಳನ್ನು ಹೊರದೇಶಗಳಿಗೆ ಸ್ಥಳಾಂತರಗೊಳಿಸುವುದು ಹಾಗೂ ಅವರನ್ನು ವಾಪಸ್ ಕಳಿಸದಿರುವುದರ ವಿರುದ್ಧ ಸರ್ಕಾರವು ಕ್ರಮಕೈಗೊಳ್ಳಬೇಕು.	ಅನೇಕ ರಾಜ್ಯಗಳಿಂದ ಮಕ್ಕಳನ್ನು ಸಾಗಿಸುವುದು, ಹಳ್ಳಿಗಳಿಂದ ನಗರಗಳಿಗೆ ಸಾಗಿಸುವುದು ನಡೆದೇ ಇದೆ. ಅಂತಹ ಪ್ರಸಂಗಗಳು ಹಾಗೂ ಅವುಗಳ ವಿರುದ್ಧ ಕೈಗೊಂಡ ಕ್ರಮಗಳು.

ಸಂಖ್ಯೆ	ವಿಷಯ	ವಿಚಾರ	ಜಾರಿ ಸೂಚಕಗಳು
12.	ಅಭಿಪ್ರಾಯಗಳನ್ನು ಮುಕ್ತವಾಗಿ ವ್ಯಕ್ತಪಡಿಸುವುದು Free Expression of Opinion	ಮಗುವಿಗೆ ತನ್ನ ಹಿತಕ್ಕೆ ಸಂಬಂಧಿಸಿದ ವಿಚಾರಗಳ ಕುರಿತು ಅಭಿಪ್ರಾಯ ವ್ಯಕ್ತಪಡಿಸುವ ಹಕ್ಕು ಮತ್ತು ಅಭಿಪ್ರಾಯವನ್ನು ಸಂಬಂಧಪಟ್ಟವರು ಅಲಿಸಬೇಕೆಂದು ಅಡ್ಡಿಯಿರುವ ಹಕ್ಕು.	1. ಮಕ್ಕಳಿಗೆ ಇರುವ ಭಾಗವಹಿಸುವ ಹಕ್ಕನ್ನು ಪ್ರೋತ್ಸಾಹಿಸುವುದು ಅಗತ್ಯವೆಂದು ಅವರೊಂದಿಗೆ ಕೆಲಸ ಮಾಡುವ ಕಾರ್ಯಕರ್ತರಿಗೆ ತಿಳಿಸಿಕೊಡುವುದಕ್ಕೆ ಮತ್ತು ಸಹಾನುಭೂತಿಯಿಂದ ಕೂಡಿದ ಜನಾಭಿಪ್ರಾಯವುಂಟಾಗುವಂತೆ ಮಾಡುವುದಕ್ಕೆ ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳು. 2. ಮಗುವಿಗೆ ಸಂಬಂಧಿಸಿದ ಎಲ್ಲ ವಿಚಾರಗಳನ್ನು ವಿಶೇಷವಾಗಿ ಸ್ವಾಯಿಕ್ರಮ ಮತ್ತು ಆಡಳಿತಾತ್ಮಕ ನಡವಳಿಗಳಲ್ಲಿ ಅದರ ಅಭಿಪ್ರಾಯವನ್ನು ಗೌರವಿಸಬೇಕೆಂಬ ತತ್ವವನ್ನು ಯಾವ ರೀತಿ ಕಾಲಾಗುತ್ತಿದೆ ಎಂಬುದು.
13.	ಮಾಹಿತಿ ಸ್ವಾತಂತ್ರ್ಯ Freedom of Information	ಯಾವುದೇ ಮಾಧ್ಯಮಗಳ ಮೂಲಕ ಮಾಹಿತಿ ಹುಡುಕುವ, ಪಡೆಯುವ ಮತ್ತು ಅದನ್ನು ಬೇರೆಯವರಿಗೆ ತಿಳಿಸುವ ಹಕ್ಕು.	1. ಮಕ್ಕಳ ಹಾಕಿಟ್ಟ ಪ್ರಕಟನೆಯನ್ನು ಪ್ರೋತ್ಸಾಹಿಸುವುದಕ್ಕೆ ಅದರ ವಿರತೆಯಾಗುವುದಕ್ಕೆ ಮತ್ತು ಎಲ್ಲ ಮಕ್ಕಳಿಗೂ ಸಿಗುವಂತೆ ಮಾಡುವುದಕ್ಕೆ ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳು 2. ದೂರದರ್ಶನ ಮತ್ತು ರೇಡಿಯೋ ಮೂಲಕ ಮಕ್ಕಳ ಚಲನಚಿತ್ರಗಳನ್ನು ಪ್ರಸಾರ ಮಾಡುವುದೂ ಸೇರಿದಂತೆ ಮಕ್ಕಳ ಕಾರ್ಯಕ್ರಮಗಳಿಗಾಗಿ ತೆಗೆದಿರಿಸಿದ ಕಾಲಾವಧಿ.
14.	ಆತ್ಮಸಾಕ್ಷಿಯಂತೆ ನಡೆಯುವ ಮತ್ತು ತನ್ನಗೆ ಬೇಕಾದ ಧರ್ಮವನ್ನು ಅನುಸರಿಸುವ ಹಕ್ಕು Freedom of Conscience Religion	ತನ್ನ ನಂಬುಗೆ ಅಥವಾ ಧರ್ಮದಂತೆ ಪ್ರಕಟವಾಗಿ ನಡೆಯುವ ಹಕ್ಕು; ಈ ಹಕ್ಕಿನಂತೆ ನಡೆಯಲು ತಮ್ಮ ಮಕ್ಕಳಿಗೆ ದಾರಿ ತೋರುವುದಕ್ಕೆ ತಂದ ತಾಯಿಗಳಿಗೆ ಇರುವ ಹಕ್ಕನ್ನು ಸರ್ಕಾರ ಗೌರವಿಸಬೇಕು.	1. ಈ ಹಕ್ಕಿನ ಚ್ಯುತಿಯಾಗಿರುವ ಪ್ರಕರಣಗಳು ವರದಿಯಾಗಿರುವುದು.
15.	ಸಂಘಟಿತರಾಗಲು ಇರುವ ಹಕ್ಕು Freedom of Association	ಸಂಘಟಿತರಾಗಲು ಮತ್ತು ಶಾಂತ ರೀತಿಯಿಂದ ಸಭೆ ಸೇರಲು ಇರುವ ಹಕ್ಕು.	1. ಈ ಹಕ್ಕುಗಳನ್ನು ನಿಷೇಧಿಸುವ ಹಾಲಿ ಶಾಸನಗಳ ತಿದ್ದುಪಡಿಗೆ ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳು.
16.	ಸ್ವಕೀಯತೆಯ ರಕ್ಷಣೆ Protection of Privacy	ವೈಯಕ್ತಿಕ, ಕೌಟುಂಬಿಕ, ಮನ ಅಥವಾ ವೈಯಕ್ತಿಕ ವ್ಯವಹಾರಗಳಲ್ಲಿ ಇತರರು ಮಧ್ಯಪ್ರವೇಶಿಸುವುದರ ವಿರುದ್ಧ ಹಾಗೂ ವೈಯಕ್ತಿಕ ಕೀರ್ತಿ ಗೌರವಗಳ ಮೇಲೆ ಆಗುವ ಆಕ್ರಮಗಳ ವಿರುದ್ಧ ರಕ್ಷಣೆ ಪಡೆಯುವ ಹಕ್ಕು.	1. ಪೋಷಕರ ಶಿಕ್ಷಣ ಅಥವಾ ಕೌಟುಂಬಿಕ ಸಲಹೆ ಸೇವೆ (ಸಮಾಲೋಚನೆ)ಗೆ ಇರುವ ವ್ಯವಸ್ಥೆಗಳನ್ನು ಕುರಿತು ಮಾಹಿತಿ.
17.	ಮಾಧ್ಯಮಗಳು ಮತ್ತು ಮಾಹಿತಿ Media & Information	ರಾಷ್ಟ್ರೀಯ ಹಾಗೂ ಅಂತರ ರಾಷ್ಟ್ರೀಯ ವಿವಿಧ ಮೂಲಗಳಿಂದ ಮಾಹಿತಿ ಪಡೆಯಲು ಸರಕಾರಗಳು ಸೌಲಭ್ಯ ಒದಗಿಸಬೇಕು.	1. ಮಾಹಿತಿ ಪಡೆಯಲು ತಡೆಯೊಡ್ಡುವ ನಿಬಂಧನೆಗಳನ್ನು ಕುರಿತು ಮಾಹಿತಿ. 2. ಸಮೂಹ ಮಾಧ್ಯಮಗಳ ಮೂಲಕ ಹಾನಿಕಾರಕ ವಿಚಾರಗಳು, ಪ್ರದರ್ಶನಗಳಿಗೆ ಮಕ್ಕಳು ಈಡಾಗದಂತೆ ರಕ್ಷಿಸಲು ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳು.

ಸಂಖ್ಯೆ	ವಿಷಯ	ವಿಚಾರ	ಜಾರಿ ಸೂಚಕಗಳು
18.	ಪೋಷಕರ ಜವಾಬ್ದಾರಿ Parental responsibility	ತಂದೆ ತಾಯಿಯರಿಬ್ಬರೂ ತಮ್ಮ ಮಕ್ಕಳನ್ನು ಲಾಲಿಸಿ ಪಾಲಿಸಿ ಬೆಳೆಸುವ ಜವಾಬ್ದಾರಿ ಹೊಂದಿದ್ದಾರೆ ಎನ್ನುವ ತತ್ವವನ್ನು ಸರಕಾರವು ಗೌರವಿಸಬೇಕು. ತಂದೆತಾಯಿಯರು ಅಥವಾ ಪಾಲಕ ಪೋಷಕರಿಗೆ ಪ್ರಾಥಮಿಕ ಜವಾಬ್ದಾರಿ ಇದೆ ಹಾಗೂ ತಂದೆ ತಾಯಿಯರು ಅಥವಾ ಪೋಷಕರಿಗೆ ಈ ಜವಾಬ್ದಾರಿ ತೆಗೆದುಕೊಳ್ಳಲು ಸಹಕಾರ ನೀಡುವುದಲ್ಲದೆ ಉದ್ಯೋಗದಲ್ಲಿರುವ ತಂದೆ ತಾಯಿಯರಿಗೆ ಮಕ್ಕಳ ಪಾಲನೆಗೆ ಸರಕಾರವು ಸೂಕ್ತ ಅವಕಾಶಗಳನ್ನು ಒದಗಿಸಬೇಕು.	1. ಉದ್ಯೋಗವ್ಯತಂದೆ ತಾಯಿಯರ ಮಕ್ಕಳ ಪಾಲನೆಗೆ ಮಾಡಿರುವ ವ್ಯವಸ್ಥೆ ಕುರಿತು ಮಾಹಿತಿ.
19.	ದುರುಪಯೋಗ ಮತ್ತು ನಿರ್ಲಕ್ಷ್ಯ Abuse and Neglect	ಪೋಷಕರ ಅಥವಾ ಇನ್ನು ಯಾರೇ ಆಗಲಿ ಮಕ್ಕಳನ್ನು ಯಾವುದೇ ರೀತಿಯ ದುರುಪಯೋಗ ಮಾಡದಂತೆ, ತೋಷನೆಗೆ ಗುರಿ ಮಾಡದಂತೆ, ನಿರ್ಲಕ್ಷ್ಯವಂತೆ ಸರಕಾರಗಳು ರಕ್ಷಿಸಬೇಕು. ಇಂತಹ ಪ್ರಸಂಗಗಳು ಉಂಟಾಗದಂತೆ ತಡೆಗಟ್ಟಬೇಕು ಮತ್ತು ಇಂತಹದು ಜರುಗಿದಲ್ಲಿ ಮಕ್ಕಳಿಗೆ ಚಿಕಿತ್ಸೆ ಅಥವಾ ದುರಸ್ತಿ ಕ್ರಮ ಕೈಗೊಳ್ಳಬೇಕು	1. ಕೌಟುಂಬಿಕವಾತಾವರಣಗಳಲ್ಲಿ ಮಕ್ಕಳ ದುರುಪಯೋಗದ ಪ್ರಸಂಗಗಳ ವರದಿಗಳು. 2. ಮಕ್ಕಳು ದುರುಪಯೋಗ ಅಥವಾ ದೌರ್ಜನ್ಯ / ಹಿಂಸೆಗೆ ಒಳಗಾಗದಂತೆ ತಡೆಗಟ್ಟಲು ತೆಗೆದುಕೊಂಡು ಕಾನೂನು ಕ್ರಮಗಳು. 3. ಮಕ್ಕಳನ್ನು ಕೆಟ್ಟದಾಗಿ ನೋಡಿಕೊಂಡಂತಹ ಅಥವಾ ದೌರ್ಜನ್ಯ, ಹಿಂಸೆ, ಲೈಂಗಿಕ ತೋಷನೆ ಮತ್ತು ಇವುಗಳನ್ನು ಒಳಗೊಂಡ ಸಾಮಾಜಿಕ ವಿಚಾರಗಳನ್ನು ಕುರಿತು ನಡೆದಿರುವ ಸಂಶೋಧನೆಗಳು. 4. ಕೌಟುಂಬಿಕವಾತಾವರಣದಲ್ಲೂ ಮಕ್ಕಳ ಮೇಲೆ ಗುರುತರ ದೌರ್ಜನ್ಯ ಉಂಟಾದಲ್ಲಿ ಅಂತಹ ಮಕ್ಕಳ ರಕ್ಷಣೆಗೆ ಸಂಬಂಧ ಪಟ್ಟ ಆಧಿಕಾರಿಗಳು ನಡೆದುಕೊಳ್ಳಬೇಕಾದ ವಿಧಿ ವಿಧಾನಗಳು. 5. ತಮ್ಮ ಮೇಲೆ ದೌರ್ಜನ್ಯ, ತೋಷನೆ ಅಥವಾ ನಿರ್ಲಕ್ಷ್ಯ ಉಂಟಾಗಿದ್ದಲ್ಲಿ ಮಕ್ಕಳು ನೇರವಾಗಿ ದೂರು ಕೊಡುವ ಆದ್ಯತೆಗಳು.
20.	ಮನೆ ತಪ್ಪಿದ ನೆಲೆಯಿಲ್ಲದ. ಮಕ್ಕಳು Home less children	ತನ್ನ ಸ್ವಂತ ಕುಟುಂಬದಿಂದ ಮಗು ಬೇರೆಯಾದಲ್ಲಿ ಅಂತಹ ಮಗುವಿಗೆ ಪರ್ಯಾಯ ಕೌಟುಂಬಿಕ ವ್ಯವಸ್ಥೆ / ರಕ್ಷಣೆ - ಫಾಸ್ಟರ್ ಕೇರ್, ದತ್ತು ಅಥವಾ ಸೂಕ್ತ ಸಂಸ್ಥೆಗಳಲ್ಲಿ ಇಟ್ಟು ಸರಕಾರಗಳಿಂದ ವಿವೇಕವಾದ ರಕ್ಷಣೆ ಮತ್ತು ಸಹಾಯ ಪಡೆಯುವ ಹಕ್ಕು.	1. ವಿವಾಹ ವಿಘಟನೆ ಹೊಂದಿದ ಪೋಷಕರ ಮಕ್ಕಳ ಲಾಲನೆ ಪಾಲನೆಗಳನ್ನು ನಿಯಂತ್ರಿಸಲು ಇರುವ ವಿಧಿವಿಧಾನಗಳು (ಇದರಲ್ಲಿ ಮಕ್ಕಳು ಲಾಲನೆ ಪಾಲನೆಯಿಂದ ವಂಚಿತರಾಗದಂತೆ ಖಚಿತ ಪಡಿಸಿಕೊಳ್ಳಲು ಇರುವ ವಿಧಿವಿಧಾನಗಳೂ ಒಳಗೊಳ್ಳುತ್ತವೆ). 2. ತಂದೆ ತಾಯಿಯರು ಪರಸ್ಪರ ತೊರೆದುಕೊಂಡಿದ್ದರೆ, ಇಬ್ಬರೊಡನೆಯೂ ಸಂಬಂಧ, ಸಂಪರ್ಕ ಹೊಂದಿರುವ ಮಗುವಿರುವ ಹಕ್ಕನ್ನು ಜಾರಿ ಮಾಡಲು ಕೈಗೊಳ್ಳಬೇಕಾದ ಸೂಕ್ತ ಕ್ರಮಗಳು. 3. ಸಂಸ್ಥೆಯೊಂದರಲ್ಲಿ ರಕ್ಷಣೆ ನೀಡುವುದೇ ಅಥವಾ ಫಾಸ್ಟರ್ ಕೋಮ್‌ನಲ್ಲಿ ಇರುವುದೇ ಎಂಬ ಆಯ್ಕೆ ಮಾಡಲು ಇರುವಂತಹ ನೀತಿಗಳು. 4. ಲಾಲನೆ ಪಾಲನೆಗಾಗಿ ಪರ್ಯಾಯ ವ್ಯವಸ್ಥೆ ಒದಗಿಸಲು ಇರುವ ಸಂಸ್ಥೆಗಳ ಪಟ್ಟಿ ಹೀಗೆ ಲಾಲನೆ ಪಾಲನೆ ಪಡೆಯುತ್ತಿರುವ ಮಕ್ಕಳ ಸಂಖ್ಯೆ ಹಾಗೂ ಅಂಥ ಮಕ್ಕಳ ಸ್ಥಿತಿಗತಿಯ ಉಪ್ಪುವಾರಿ ಮಾಡಲು ಇರುವ ವಿಧಿವಿಧಾನಗಳು.

ಸಂಖ್ಯೆ	ವಿಷಯ	ವಿಚಾರ	ಜಾರಿ ಸೂಚಕಗಳು
21.	ದತ್ತು Adoption	ದತ್ತು ನೀಡುವ ಹಾಗೂ ಪಡೆಯುವ (ವಿದೇಶಿಯರಿಗೂ ಸೇರಿದಂತೆ) ಪ್ರಕ್ರಿಯೆಯನ್ನು ಸರಕಾರವು ಸಾಧ್ಯವಾದಲ್ಲಿ ಉತ್ತಮವಾಗಿ ನಿಯಂತ್ರಿಸಬೇಕು.	<ol style="list-style-type: none"> 1. ರಾಷ್ಟ್ರೀಯ ಹಾಗೂ ಅಂತಾರಾಷ್ಟ್ರೀಯ ದತ್ತು ನೀಡುವ ಹಾಗೂ ಉಸ್ತುವಾರಿ ನಡವುವ ವಿಧಾನಗಳು. 2. ಮಕ್ಕಳನ್ನು ದತ್ತು ನೀಡುವ ಮುಂಚೆ, ಹಾಗೆ ನೀಡುವುದರಿಂದ ಆಗಬಹುದಾದ ಪರಿಣಾಮಗಳು ಹಾಗೂ (ಮಗುವನ್ನು ತಮ್ಮ ದಾಗಿಯೇ ಇಟ್ಟುಕೊಂಡು) ಸಾಧ್ಯವಾದಷ್ಟು ಬಗ್ಗೆ ತೂಗಿ ನೋಡಲು ಪೋಷಕರಿಗೆ ಸಾಕಷ್ಟು ಸಮಯ ಇರುವಂತೆ ಖಚಿತಪಡಿಸಿಕೊಳ್ಳಲು ತೆಗೆದುಕೊಳ್ಳುವ ಕ್ರಮಗಳು. 3. ತಾನು ದತ್ತು ಹೋಗುವುದು ಅಥವಾ ಬಿಡುವುದರ ಬಗ್ಗೆ ಮಗು ತಾನೇ ನಿರ್ಧಾರ ತೆಗೆದುಕೊಳ್ಳುವ ಸಾಧ್ಯತೆಗಳು, ಹಾಗಿದ್ದಲ್ಲಿ ಇದುವೇ ವಯಸ್ಸಿನಲ್ಲಿ ಸಾಧ್ಯ?
22.	ನಿರಾಶ್ರಿತ ಮಕ್ಕಳು Refugee Children	ನಿರಾಶ್ರಿತರು ಆತಂಕ ನಿರಾಶ್ರಿತರಂಟ ಸ್ಥಾನಮಾನ ನೀಡಬೇಕೆಂದು ಕೋರುವ ಮಕ್ಕಳಿಗೆ ಸರಕಾರವು ರಕ್ಷಣೆ ನೀಡಬೇಕು ಮತ್ತು ಅಂತಹ ರಕ್ಷಣೆ ಹಾಗೂ ಸಹಾಯ ನೀಡಬೇಕಾಗಿರುವ ಸೂಕ್ತ ಸಂಸ್ಥೆಗಳೊಡನೆ ಸರಕಾರವು ಸಹಕಾರ ನೀಡಬೇಕು	<ol style="list-style-type: none"> 1. ನಿರಾಶ್ರಿತರು ಹಾಗೂ ನಿರ್ವಹಿತರಾದ ಮಕ್ಕಳಿಗೆ ತಾರತಮ್ಯ ಉಂಟಾಗದಂತೆ, ಮಗುವಿನ ಹಿತದೃಷ್ಟಿಯಿಂದ, ಮಕ್ಕಳ ಬದುಕುವ ಹಕ್ಕು, ಬೆಳವಣಿಗೆ ಹಾಗೂ ಮಕ್ಕಳ ಅಭಿಪ್ರಾಯಗಳಿಗೆ ಮನ್ನಣೆ ನೀಡುವ ದೃಷ್ಟಿಯಿಂದ ಸರಕಾರವು ತನ್ನ ನೀತಿ ನಿಯಮಗಳನ್ನು ಪರಿಷ್ಕರಿಸಿ ಎಷ್ಟರಮಟ್ಟಿಗೆ ಜಾರಿಗೆ ತಂದಿದೆ ಎಂಬ ಕುರಿತು ಮಾಹಿತಿ.
23.	ಅಂಗವಿಕಲ ಮಕ್ಕಳು. Disabled Children	ಅಂಗವಿಕಲ ಮಕ್ಕಳಿಗೆ ವಿಕೇಷವಾದ ಆರೈಕೆ ಮತ್ತು ರಕ್ಷಣೆ ಪಡೆದು ಸ್ವಾವಲಂಬಿಗಳಾಗಿ ಸಮಾಜದಲ್ಲಿ ಗೌರವದಿಂದ ಕೂಡಿದ ಪರಿಪೂರ್ಣ ಜೀವನ ನಡೆಸುವ ಹಕ್ಕು ಇದೆ.	ಅಂಗವಿಕಲ ಮಕ್ಕಳಿಗೆ ಶಿಕ್ಷಣ, ತರಬೇತಿ, ಆರೋಗ್ಯ ರಕ್ಷಣಾ ಸೇವೆಗಳು, ಅಭ್ಯಾಸಿಗಳಾಗಲು ತಯಾರಿ ಹಾಗೂ ಮನರಂಜನೆ ಇವುಗಳನ್ನು ಪಡೆಯಲು ಇರುವ ಅವಕಾಶಗಳೂ ಸೇರಿದಂತೆ ಅವರ ಕುರಿತಾದ ಮಾಹಿತಿ.
24.	ಆರೋಗ್ಯ ರಕ್ಷಣೆ: Health care	ಆತ್ಯಂತ ಒಳ್ಳೆಯ ಗರಿಷ್ಠ ಮಟ್ಟದ ಆರೋಗ್ಯ ಸೇವಾ ಸೌಲಭ್ಯಗಳ ಹಕ್ಕು ತಿಳಿದು ಹಾಗೂ ಮಕ್ಕಳ ಮರಣ ಸಂಖ್ಯೆಯನ್ನು ಕಡಿಮೆ ಮಾಡುವುದು ಹಾಗೂ ರೋಗರುಜಿನ ಮತ್ತು ಅಪೌಷ್ಟಿಕತೆಯನ್ನು ನಿಯಂತ್ರಿಸುವುದು; ಗರ್ಭಿಣಿಯರಿಗೆ ಆರೋಗ್ಯ ಸೇವಾ ಸೌಲಭ್ಯ, ಆರೋಗ್ಯದ ಬಗ್ಗೆ ತಿಳುವಳಿಕೆ/ ಜಾಗೃತಿ ನೀಡುವುದು, ಸೂಕ್ತ ಆರೋಗ್ಯ ರಕ್ಷಣಾ ಕ್ರಮದ ಜಾರಿ; ಅಪಾಯಕಾರಿಯಾದ, ಕಂದಾಚಾರ ಪದ್ಧತಿಗಳ ನಿರ್ಮೂಲನೆ ಇವುಗಳನ್ನು ಸರಕಾರವು ಮಾಡಬೇಕು.	<ol style="list-style-type: none"> 1. ಆರೋಗ್ಯ ಸೇವೆ ಅದರಲ್ಲೂ ಮಕ್ಕಳ ಆರೋಗ್ಯ ಸೇವೆಗಾಗಿ ಆಯವ್ಯಯ ಪಟ್ಟಿಯಲ್ಲಿ ಮೀಸಲಿಟ್ಟಿರುವ ಪ್ರಮಾಣ. 2. ರೋಗಗಳನ್ನು ಗುಣಪಡಿಸುವ ಕಾರ್ಯಕ್ರಮಗಳ ಹಾಗೂ ತಡೆಗಟ್ಟುವ ಕಾರ್ಯಕ್ರಮಗಳ ನಡವೆ ಇರುವ ಸಮತೋಲನ. 3. ಈ ಮುಂದಿನವುಗಳ ಕುರಿತು ಮಾಹಿತಿ. <ul style="list-style-type: none"> ಎ) ಯಾವುದೇ ಮಗುವು ಆರೋಗ್ಯ ಸೇವಾ ಸೌಲಭ್ಯದಿಂದ ವಂಚಿತವಾಗದಂತೆ ನೋಡಿಕೊಳ್ಳಲು ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳು, ಅದರಲ್ಲೂ ಗ್ರಾಮೀಣ ಪ್ರದೇಶಗಳು ಹಾಗೂ ಕೊರತೆಗಳಿಂದ ಕೂಡಿದ ನಗರ ಪ್ರದೇಶಗಳಲ್ಲಿ ವಿಕೇಷವಾಗಿ ಹೆಣ್ಣು ಮಕ್ಕಳಿಗೆ ನೀಡಿರುವ ಆರೋಗ್ಯ ಸೌಲಭ್ಯಗಳು. ಬಿ) ಸದ್ಯ ಚಾಲಿಯಿರುವ ಸಾಮಾನ್ಯ ಆರೋಗ್ಯ ಸೇವಾ ಸಂಪರ್ಕ ಜಾಲಗಳು ಮತ್ತು ಪ್ರಮುಖವಾಗಿ ಷಾ, ಧರ್ಮಿಕ್ ಆರೋಗ್ಯ ಸೇವೆ.

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25.	ನಿಯತಕಾಲಿಕ ಪುನರ್ವಿಮರ್ಶೆ Periodic Review	ಪಾಲನೆ, ರಕ್ಷಣೆ ಅಥವಾ ಚಿಕಿತ್ಸೆಗಾಗಿ ಮಕ್ಕಳನ್ನು ನಿರ್ದಿಷ್ಟ ವ್ಯಕ್ತಿಯಲ್ಲಿ ಇಡಲಾಗದಿದ್ದಲ್ಲಿ ಅಂತಹ ಪರಿಸ್ಥಿತಿಯ ಬಗ್ಗೆ ನಿಗದಿತ ಕಾಲಾವಧಿಗಳಲ್ಲಿ ಪುನರ್ವಿಮರ್ಶೆ ನಡೆಸಲು ಮಕ್ಕಳಿಗಿರುವ ಹಕ್ಕು.	<p>ಏ) ಮಕ್ಕಳ ಆರೋಗ್ಯ ಹಾಗೂ ಪೌಷ್ಟಿಕತೆಯ ಸ್ಥಿತಿಗತಿಗಳ ಬಗ್ಗೆ ಅಂಕಿಅಂಶ ಹಾಗೂ ಮತ್ತಿತರ ಮಾಹಿತಿಗಳನ್ನು ಕಲೆಹಾಕಲು ಕೈಗೊಂಡ ಕ್ರಮಗಳು.</p> <p>ಡಿ) ಸದ್ಯದ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ ಮಕ್ಕಳಲ್ಲಿನ ಆಪೌಷ್ಟಿಕತೆಯ ಮಟ್ಟ ಹಾಗೂ ಅದನ್ನು ಕಡಿಮೆ ಮಾಡಲು ಕೈಗೊಂಡ ಕ್ರಮಗಳು.</p> <p>ಇ) ಕುಟುಂಬ ಯೋಜನಾ ಕ್ರಮಗಳು ಹಾಗೂ ಅವುಗಳ ಫಲಾನುಭವಿಗಳು.</p> <p>ಎಫ್) ಗರ್ಭದಲ್ಲಿ ಮರಣ ಹಾಗೂ ಜನನಾಂತರದ ಮರಣ (Perinatal) ಸಂಖ್ಯೆಯನ್ನು ಕಡಿಮೆ ಮಾಡಲು ಕೈಗೊಂಡ ಕ್ರಮಗಳು.</p> <p>ಜಿ) ತರಬೇತಿ ಹೊಂದಿದ ದಾಯಿಯರು ಹಾಜರಿದ್ದು ಸಹಾಯ ಮಾಡಿದ ಜನನಗಳ ತೇಕಡವಾಯಿ.</p> <p>ಎಚ್) ಗರ್ಭಿಣಿಯರು ಹಾಗೂ ಬಾಣಂತಿಯರ ಆರೋಗ್ಯ ರಕ್ಷಣೆಗೆ ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳು.</p> <p>ಐ) ಪದೇ ಪದೇ ಕಾನಿಸಿಕೊಂಡು ಕಿರುಕುಳ ಕೊಡುವ ರೋಗ/ ಅನಾರೋಗ್ಯ ಸ್ಥಿತಿಗತಿಗಳ ಕುರಿತಾದ ಹಿನ್ನೆಲೆ, ರೂಪುರೇಷೆಗಳನ್ನು ತಿಳಿಯುವುದು.</p> <p>ಜೆ) ಮಕ್ಕಳು ಹಾಗೂ ಅವರ ಪೋಷಕರಲ್ಲಿ ಎಚ್.ಐ.ವಿ. ಅಂಟಿಕೊಂಡ ಪ್ರಕರಣಗಳು ಹಾಗೂ ನೀಡಿದ ಚಿಕಿತ್ಸೆಯ ವಿವರಗಳು, ಮತ್ತು ಏಡ್ಸ್ ತಡೆಗಟ್ಟಲು ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳು.</p>
26.	ಸಾಮಾಜಿಕ ಭದ್ರತೆ Social Security	ಎಲ್ಲೆಲ್ಲಿ ಸೂಕ್ತವೋ ಅಲ್ಲೆಲ್ಲಾ ಸಾಮಾಜಿಕ ಭದ್ರತೆ ಹಾಗೂ ಜೀವವಿಮೆ ಹೊಂದುವ ಹಕ್ಕು.	1. ಸರ್ಕಾರದ ನಿರ್ದೇಶನದ ಮೇಲೆ ಮಕ್ಕಳನ್ನು (ಸುಧಾರಣಾ) ಸಂಸ್ಥೆಗಳಲ್ಲಿ ಇಡಲಾಗಿದ್ದಲ್ಲಿ ಅಂತಹ ಸಂಸ್ಥೆಗಳ ಸ್ಥಿತಿಗತಿಗಳನ್ನು ಕುರಿತು ಉಪವಾರಿ ನಡವಲು ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳನ್ನು ಕುರಿತು ಮಾಹಿತಿ.
27.	ಜೀವನ ಮಟ್ಟ Standard of Living	ಅವಶ್ಯಕ ಜೀವನ ಮಟ್ಟವನ್ನು ಹೊಂದುವ ಹಕ್ಕು ಯಾವ ಪೋಷಕರಿಗೆ ಸಾಮಾನ್ಯ ಗುಣಮಟ್ಟವನ್ನು ಮುಟ್ಟಲಾಗದಿದ್ದರೆ ಅಂತಹವರಿಗೆ ಸರ್ಕಾರವು ನೆರವು ನೀಡಬೇಕು ಹಾಗೂ ಸ್ಥಿತಿವಂತರು ಸ್ವದೇಶದಲ್ಲಿ ಅಥವಾ ವಿದೇಶದಲ್ಲಿ ಅಂತಹವರಿಂದ ಮಗುವಿನ ವಿರ್ಬು ವೆಚ್ಚಗಳನ್ನು ಪೂರೈ ಮಾಡುವ ಹಕ್ಕನ್ನು ಸರ್ಕಾರವು ಹೊಂದಿದೆ.	1. ಈ ದಿಶೆಯಲ್ಲಿ ತೆಗೆದುಕೊಂಡ ಯಾವುದಾದರೂ ಕ್ರಮಗಳು.

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28.	ಶಿಕ್ಷಣ : Education	ಶಿಕ್ಷಣದ ಹಕ್ಕು : ಸರ್ಕಾರವು ಉಚಿತ ಹಾಗೂ ಕಡ್ಡಾಯ ಪ್ರಾಥಮಿಕ ಶಿಕ್ಷಣ ಕೊಡಿಸಬೇಕು. ಎಲ್ಲರಿಗೂ ಶಿಕ್ಷಣವನ್ನು ಮುಂದುವರಿಸಲು (ಸೆಕೆಂಡರಿ ಶಿಕ್ಷಣ), ಉನ್ನತ ಶಿಕ್ಷಣ ಪಡೆಯಲು ಅವಕಾಶ ಕಲ್ಪಿಸುವುದೇ ಅಲ್ಲದೇ, ಮಕ್ಕಳ ಮಾನವೀಯ ಘನತೆ - ಗೌರವಗಳಿಗೆ ಶಾಲೆಯ ಶಿಸ್ತು ವೋಷಕವಾಗುವಂತೆ ನೋಡಿಕೊಳ್ಳಬೇಕು.	1. ಎ) ಶಿಕ್ಷಣಕ್ಕಾಗಿ ರಾಷ್ಟ್ರೀಯ ಆಯವ್ಯಯ ಪತ್ರದಲ್ಲಿ ತೆಗೆದಿಟ್ಟಿರುವ ಹಣದ ಪ್ರಮಾಣ. ಬಿ) ಪ್ರಾಥಮಿಕ ಶಿಕ್ಷಣಕ್ಕಾಗಿ ನೀಡಿರುವ ಹಣದ ಪ್ರಮಾಣ. ಸಿ) ಕ್ಷೇತ್ರಣಕ ಆಯವ್ಯಯ ಪತ್ರದಲ್ಲಿರುವ ಪ್ರಮುಖ ಬಾಬುಗಳು. 2. ಎ) ಗ್ರಾಮೀಣ ಹಾಗೂ ನಗರ ಪ್ರದೇಶಗಳಲ್ಲಿ ಶಾಲೆಗೆ ಮಕ್ಕಳನ್ನು ಸೇರಿಸುವ ಹಾಗೂ ಅದರಲ್ಲಿ ಗಂಡು/ಹೆಣ್ಣು ಮಕ್ಕಳ ಕುರಿತಾದ ವಿವರವಾದ ಅಂಕಿ-ಅಂಶಗಳು. ಬಿ) ತೀರಾ ಮೂಲ ಕಾಡಿನಲ್ಲಿರುವ ಪ್ರದೇಶಗಳ ಮಕ್ಕಳು. ಶಾಲೆಗೆ ಬರಲು ಅನುಕೂಲ ಮಾಡುವ ಕ್ರಮಗಳು. ಸಿ) ಮಕ್ಕಳು ಶಾಲೆಯನ್ನು ಮಧ್ಯದಲ್ಲೇ ತೊರೆಯುವ ಹಾಗೂ ಕೆಲಸಕ್ಕೆ ಹೋಗುವ ಪರಿಸ್ಥಿತಿಯನ್ನು ತಡೆಯಲು ಮಾಡಿರುವ ವ್ಯವಸ್ಥೆ ಹಾಗೂ ಅದರ ಪರಿಣಾಮ. 3. ಮಗುವೊಂದನ್ನು ಶಾಲೆಗೆ ಕಳಿಸಿ ವಿದ್ಯಾಭ್ಯಾಸ ಮಾಡಿಸಲು ಬೇರೆ ಬೇರೆ ಹಂತಗಳಲ್ಲಿ ಆಗುವ ಖರ್ಚು ಹಾಗೂ ಬಡ ಕುಟುಂಬಗಳ ಮಕ್ಕಳು ಶಾಲೆಗೆ ಹೋಗಿ ವಿದ್ಯಾಭ್ಯಾಸ ಮಾಡಲು ಇರುವ ಅನುಕೂಲಗಳು.
29.	ಶಿಕ್ಷಣದ ಗುರಿ. ಉದ್ದೇಶ : Education. Aims of	ಮಗುವಿಗೆ ನೀಡುವ ಶಿಕ್ಷಣ-ಅದರ ವ್ಯಕ್ತಿತ್ವ ಮತ್ತು ಪ್ರತಿಭೆಯನ್ನು ವಿಕಾಸಗೊಳಿಸಬೇಕು; ಸ್ವತಂತ್ರ ಸಮಾಜದಲ್ಲಿ ಜವಾಬ್ದಾರಿಯ ಜೀವನ ನಡೆಸುವುದಕ್ಕೆ ತಯಾರಿ ನೀಡಬೇಕು; ತಂದೆ-ತಾಯಿಯರು, ಮೂಲಭೂತ ಮಾನವ ಹಕ್ಕುಗಳು, ಸ್ವಾಭಾವಿಕ ಪರಿವರ, ತಾನು ಹುಟ್ಟಿ ಬೆಳೆದ ಸಂಸ್ಕೃತಿ ಮತ್ತು ರಾಷ್ಟ್ರೀಯ ಮೌಲ್ಯಗಳು ಇವುಗಳನ್ನು ಆದರಿಸುವುದನ್ನು ಮೈಗೂಡಿಸಿಕೊಳ್ಳುವಂತಿರಬೇಕು ಮತ್ತು ಎಲ್ಲ ಸರ್ಕಾರಗಳು ಒಪ್ಪಿಕೊಂಡಿವೆ.	1. ಶಿಕ್ಷಣ ಹಾಗೂ ಕ್ಷೇತ್ರಣಕ ಕ್ರಮಗಳಲ್ಲಿ ಮಾಲ್ಟಿ ಬೆಳಸಲು ಕೈಗೊಂಡ ಕ್ರಮಗಳು. ಶಿಕ್ಷಣ ಮತ್ತು ಬೋಧಣಾ ಕ್ರಮಗಳ ಗುಣಮಟ್ಟ ಬೆಳೆಸಲು ಕೈಗೊಂಡ ಕ್ರಮಗಳು. ಎ) ಮಕ್ಕಳಿಗೆ ಸಾಕಷ್ಟು ಶಾಲೆಗಳು ಹಾಗೂ ಶಿಕ್ಷಕರು ಮತ್ತು ಅವರ ಸಾಮರ್ಥ್ಯಗಳನ್ನು ಹೆಚ್ಚಿಸುವುದು ಹಾಗೂ ಸಾಕಷ್ಟು ಶಿಕ್ಷಣ ಸಾಮಗ್ರಿಗಳನ್ನು ಒದಗಿಸಲು ಯೋಜನೆಗಳು. ಬಿ) ಶಿಕ್ಷಕರ ತರಬೇತಿ ಸಂಸ್ಥೆಗಳು ಎಷ್ಟಿವೆ ಹಾಗೂ ಅವುಗಳಿಂದ ಪದವಿ ಪಡೆದು ಬರುವ ಶಿಕ್ಷಕರ ಸಂಖ್ಯೆ ಎಷ್ಟು. ಸಿ) ಔಪಚಾರಿಕ ಹಾಗೂ ಅನೌಪಚಾರಿಕ ಶಿಕ್ಷಣ ವ್ಯವಸ್ಥೆಯಲ್ಲಿ ಮಾನವ ಹಕ್ಕುಗಳ ಸೇರ್ಪಡೆ.
30.	ಅಲ್ಪ ಸಂಖ್ಯಾತರ ಮಕ್ಕಳು Children of Minorities	ಅಲ್ಪ ಸಂಖ್ಯಾತರ ಸಮುದಾಯಗಳಿಗೆ ಮತ್ತು ಅಥವಾ ಮೂಲ ನಿವಾಸಿಗಳ ಗುಂಪಿಗೆ ಸೇರಿದ ಮಕ್ಕಳು ತಮ್ಮದೇ ಆದ ಸಂಸ್ಕೃತಿ, ಧರ್ಮಗಳನ್ನು ಆಚರಿಸುವ ಮತ್ತು ಭಾಷೆಯನ್ನು ಬಳಸುವ, ಹಕ್ಕು ಹೊಂದಿರಬೇಕು.	1. ಅಲ್ಪ ಸಂಖ್ಯಾತರು ಹಾಗೂ ಮೂಲ ನಿವಾಸಿಗಳ ಮಕ್ಕಳಿಗೆ ಯಾವುದೇ ರೀತಿಯಲ್ಲಿ ಭೇದ ಭಾವ ಮಾಡಿಲ್ಲದಿರುವುದರ ಬಗ್ಗೆ ಹಾಗೂ ಅವರ ಮೂಲ ಹಕ್ಕುಗಳನ್ನು ಆಚರಿಸಲು ಮಾಡಿರುವ/ ತೆಗೆದುಕೊಂಡಿರುವ ಏಜೆಂಟ್ ಕ್ರಮಗಳ ಬಗ್ಗೆ ಮಾಹಿತಿ.
31.	ವಿಶ್ರಾಂತಿ ಹಾಗೂ ಮನೋರಂಜನೆ Leisure & Recreation	ವಿಶ್ರಾಂತಿ, ಆಟ ಹಾಗೂ ಸಾಂಸ್ಕೃತಿಕ, ಕಲಾತ್ಮಕ ಚಟುವಟಿಕೆಗಳಲ್ಲಿ ಭಾಗವಹಿಸುವ ಹಕ್ಕು.	1. ಮನೋರಂಜನೆ, ಸಾಂಸ್ಕೃತಿಕ ಹಾಗೂ ಕಲಾತ್ಮಕ ಚಟುವಟಿಕೆಗಳಲ್ಲಿ ಪಾಲ್ಗೊಳ್ಳಲು ಮಕ್ಕಳಿಗೆ ನೀಡಿದ ಅವಕಾಶಗಳ ಬಗ್ಗೆ ಮಾಹಿತಿ.

ಸಂಖ್ಯೆ	ವಿಷಯ	ವಿಚಾರ	ಜಾರಿ ಸೂಚಕಗಳು
32.	ಬಾಲ ಕಾರ್ಮಿಕರು Child Labourers	ಮಗು ಅರ್ಥಿಕ ಕೋಷಣೆ ಮತ್ತು ಅರೋಗ್ಯ, ಶಿಕ್ಷಣ ಮತ್ತು ವಿಶಾಸಕ್ಕೆ ಅಡ್ಡಿಯುಂಟು ಮಾಡುವ ಅಪಾಯಶಾರಿ ಕೆಲಸಗಳಿಗೆ ತೊಡಗಿಸಿಕೊಳ್ಳುವುದರ ವಿರುದ್ಧ ರಕ್ಷಿಸಲ್ಪಡುವ ಹಕ್ಕು, ಉದ್ಯೋಗಕ್ಕೆ ಸೇರಲು ಕನಿಷ್ಠ ವಯೋಮಿತಿಗಳನ್ನು ಸರಕಾರವು ನಿಗದಿಪಡಿಸಿ, ಉದ್ಯೋಗದ ಸ್ಥಿತಿಗತಿಗಳನ್ನು ನಿಯಂತ್ರಿಸಿ ನಿಯಮಿತಗೊಳಿಸಬೇಕು ಮತ್ತು ಇವುಗಳ ಪರಿಣಾಮಶಾರಿ ಜಾರಿಗಾಗಿ ತಪ್ಪಿತಸ್ಥರಿಗೆ ಶಿಕ್ಷೆ ವಿಧಿಸಬೇಕು.	<p>1. ಮಕ್ಕಳನ್ನು ಕುರಿತಾದ ಐ.ಎಲ್.ಓ. (ಅಂತಾರಾಷ್ಟ್ರೀಯ ಕಾರ್ಮಿಕ ಸಂಘಟನೆ) ಒಡಂಬಡಿಕೆಯ ಸ್ಥಿರೀಕರಣ ಹಾಗೂ ಅದರ ಜಾರಿಯನ್ನು ಕುರಿತಾದ ಮಾಹಿತಿ.</p> <p>2. ಮಕ್ಕಳನ್ನು ಕೆಲಸಕ್ಕೆ ತೆಗೆದುಕೊಳ್ಳಲು ವಿಧಿಸಿರುವ ಕನಿಷ್ಠ ವಯೋಮಿತಿಗಳು ಮಗುವಿನ ಅರೋಗ್ಯಕ್ಕೆ ಧಕ್ಕೆ ಮಾಡಬಹುದಾದ ಅಥವಾ ದೈಹಿಕ, ಮಾನಸಿಕ, ನೈತಿಕ, ಆಧ್ಯಾತ್ಮಿಕ ಹಾಗೂ ಸಾಮಾಜಿಕ ಬೆಳವಣಿಗೆಗಳಿಗೆ ತೊಂದರೆ ಉಂಟುಮಾಡಬಹುದಾದ ಪ್ರಸಂಗಗಳು.</p> <p>3. ಮಕ್ಕಳು ಮತ್ತು ಯುವ ವಯಸ್ಸಿನವರು (Young Persons) ದುಡಿಯಬಹುದಾದ ಅವಧಿ ಹಾಗೂ ಪರಿಷ್ಕೃತಿಗಳ ಸಂಬಂಧ ಸರ್ಕಾರ ಉದ್ದೇಶಿಸಿರುವ ಅಥವಾ ಜಾರಿಗೊಳಿಸಿರುವ ನಿಯಂತ್ರಣಗಳ ಕುರಿತಾದ ಮಾಹಿತಿ.</p>
33.	ಮಾದಕ ದ್ರವ್ಯಗಳು Narcotics.	ಮಕ್ಕಳು ಕಾನೂನು ಬಾಹಿರ ಮಾದಕ ದ್ರವ್ಯಗಳು ಮತ್ತು ಮಾನಸಿಕ ಭ್ರಮಣೆ ಉಂಟುಮಾಡುವ ದ್ರವ್ಯಗಳನ್ನು ಸೇವಿಸದಂತೆ ಸರ್ಕಾರ ಅವರನ್ನು ರಕ್ಷಿಸಬೇಕು. ಇಂತಹವುಗಳ ಉತ್ಪಾದನೆಯಲ್ಲಿ ಅಥವಾ ವಿತರಣೆಯಲ್ಲಿ ತೊಡಗಿಸಿಕೊಳ್ಳದಂತೆಯೂ ಅವರನ್ನು ರಕ್ಷಿಸಬೇಕು.	<p>1. ಮಾದಕ ದ್ರವ್ಯ ವ್ಯವಹಾರಗಳಲ್ಲಿ ಮಕ್ಕಳನ್ನು ತೊಡಗಿಸಿಕೊಂಡು ತೋಷಣೆ ಮಾಡದಂತೆ ಸೂಚಿಸಿಕೊಳ್ಳುವುದು ಹಾಗೂ ಆ ಕುರಿತು ಮಕ್ಕಳನ್ನು ರಕ್ಷಿಸಲು ಕೈಗೊಂಡ ಕ್ರಮಗಳನ್ನು ಕುರಿತು ಮಾಹಿತಿ.</p>
34.	ಲೈಂಗಿಕ ಕೋಷಣೆ: Exploitation, sexual.	ಯಾವುದೇ ರೀತಿಯ ಲೈಂಗಿಕ ಕೋಷಣೆ ಮತ್ತು ದುರುಪಯೋಗಕ್ಕೆ ಗುರಿಯಾಗದಂತೆ, ಸೂಳೆಗಾರಿಕೆಗೆ ಈಡಾಗದಂತೆ ಹಾಗೂ ಅಶ್ಲೀಲ ಸಾಹಿತ್ಯ/ಚಿತ್ರಗಳಿಗೆ ಸೆಳೆಯಲ್ಪಡದಂತೆ ಮಕ್ಕಳನ್ನು ಸರಕಾರ ರಕ್ಷಿಸಬೇಕು.	<p>1. ಸೂಳೆಗಾರಿಕೆ, ಮಾರಾಟ, ವಿನಿಮಯ, ಅಪಹರಣವೇ ಒಳಗೊಂಡಂತೆ ಲೈಂಗಿಕ ಕೋಷಣೆ, ದುರುಪಯೋಗಗಳಿಂದ ಮಕ್ಕಳನ್ನು ರಕ್ಷಿಸಲು ತೆಗೆದುಕೊಂಡಿರುವ ಕ್ರಮಗಳು.</p>
35.	ಮಾರಾಟ ಮತ್ತು ವಿನಿಮಯ, ಸಾಗಾಟ Sale & Trafficking	ಮಕ್ಕಳನ್ನು ಅಕ್ರಮವಾಗಿ ತಡೆ ಹಿಡಿದಿರುವುದು, ಮಾರಾಟ ಮಾಡುವುದು ಬೇರೆಡೆಗೆ ಸಾಗಿಸುವುದು ಇತ್ಯಾದಿಗಳನ್ನು ಸರಕಾರವು ತಡೆಯಬೇಕು.	<p>1. ಈ ನಿಟ್ಟಿನಲ್ಲಿ ತೆಗೆದುಕೊಂಡಿರುವ ನಿರ್ದಿಷ್ಟ ಕ್ರಮಗಳು.</p>
36.	ಇತರ ಕೋಷಣೆಗಳು: Exploitation, Others.	ಮಕ್ಕಳನ್ನು ಇತರ ರೀತಿಯ ಎಲ್ಲ ಕೋಷಣೆಗಳಿಂದ ಸರ್ಕಾರವು ರಕ್ಷಿಸಬೇಕು.	<p>ಎ) ಮಾದಕ ವಸ್ತುಗಳ ಮಾರಾಟ ಮತ್ತು ಸೇವನೆ.</p> <p>ಬಿ) ಇತರ ರೀತಿಯ ಕೋಷಣೆಗಳನ್ನು ತಡೆಗಟ್ಟಲು, ಹಾಗೂ ಅವುಗಳು ಮಕ್ಕಳನ್ನು ಕೋಷಿಸದಂತೆ ಮಾಡಲು ಇರುವ ನಿಶ್ಚಿತ ಕ್ರಮಗಳು.</p>

ಸಂಖ್ಯೆ	ವಿಷಯ	ವಿಚಾರ	ಚಾರಿ ಸೂಚಕಗಳು
37.	ಬೆತ್ತಹಿಂಸೆ ಮತ್ತು ಮರಣದಂಡನೆ Torture & Capital punishment	<p>ಬೆತ್ತಹಿಂಸೆ ಅಥವಾ ಮತ್ತಿತರ ಕ್ರೂರ, ಅಮಾನವೀಯ ಅಥವಾ ಕೀಳುಮಟ್ಟದ ನಡವಳಿಕೆ, ಮರಣದಂಡನೆ ಅಥವಾ ಅಜೀವ ಸೆರೆಮನೆವಾಸ ಮತ್ತು ಕಾನೂನಿಗೆ ವಿರುದ್ಧವಾಗಿ ಅಥವಾ ಮನಬಂದಂತೆ ಸ್ವಾತಂತ್ರ್ಯದ ಹರಣ, ಇತ್ಯಾದಿಗಳ ವಿರುದ್ಧ ಸರಕಾರವು ಮಕ್ಕಳನ್ನು ರಕ್ಷಿಸಬೇಕು.</p> <p>ಸ್ವಾತಂತ್ರ್ಯ ಕಳೆದುಕೊಂಡ ಮಕ್ಕಳನ್ನು ಮಾನವೀಯ ದೃಷ್ಟಿಯಿಂದ ಕಂಡು ಅವರಿಗೆ ಗೌರವ ನೀಡಿ, ವಯಸ್ಕರಿಂದ ದೂರವಿಟ್ಟು ತಮ್ಮ ಕುಟುಂಬದೊಡನೆ ಸಂಪರ್ಕ ಹೊಂದಿರಲು ಹಾಗೂ ಕಾನೂನು ನೆರವು ಪಡೆಯಲು ಅವರಿಗೆ ಸಾಧ್ಯವಾಗಬೇಕು.</p>	<p>1. ಕಾನೂನು ಮೂರಿದ ಮಕ್ಕಳೊಡನೆ ನಡೆದುಕೊಂಡ ರೀತಿ ಮತ್ತು ಈ ಮುಂದಿನ ವಿಚಾರಗಳನ್ನು ಕುರಿತು ಮಾಹಿತಿ:</p> <p>ಎ) ಬಾಲಾಪರಾಧಿಗಳಿಗೆ ಇರುವ ಸಾಂಸ್ಥಿಕ ವ್ಯವಸ್ಥೆ ಹಾಗೂ ಆ ಕುರಿತು ಇರುವ ನಿಗದಿತ ಕಾನೂನು ನೀತಿ ನಿಯಮಗಳು;</p> <p>ಬಿ) ಸಂಬಂಧಿಗಳೊಡನೆ ಸಂಪರ್ಕ ಬೆಳೆಸಿರುವ ಸಾಧ್ಯತೆಗಳು;</p> <p>ಸಿ) ಈ ಸಂಸ್ಥೆಗಳ ಉಸ್ತುವಾರಿ ನಡೆಸಲಿರುವ ವ್ಯವಸ್ಥೆ;</p> <p>ಡಿ) ಅಕಸ್ಮಾತ್ ಮಕ್ಕಳ ಜೊತೆ ಕಟ್ಟಡಾಗಿ ನಡೆದುಕೊಂಡರೆ ಅವರು ದೂರ ನೀಡಬಹುದಾದ ಕ್ರಮಗಳು / ವಿಧಾನಗಳು;</p> <p>ಇ) ಅಂತಹ ಸಂಸ್ಥೆಗಳಲ್ಲಿರುವ ತಿಕ್ಷಣ ಹಾಗೂ ಆರೋಗ್ಯ ವ್ಯವಸ್ಥೆ;</p> <p>ಎಫ್) ಅಂತಹ ಸಂಸ್ಥೆಗಳಲ್ಲಿರುವ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಈ ಒಡಂಬಡಿಕೆಯಲ್ಲಿರುವ ಅವಕಾಶಗಳನ್ನು ಹಾಗೂ ಮಕ್ಕಳೊಡನೆ ಅವರು ಹೇಗೆ ನಡೆದುಕೊಳ್ಳಬೇಕು ಎಂದಿರುವ ಅಂತಾರಾಷ್ಟ್ರೀಯ ಕಾನೂನುಗಳ ಕುರಿತು ತರಬೇತಿ;</p> <p>ಜಿ) ಕಾನೂನಿನ ವಿರುದ್ಧವಾಗಿ ನಡೆದುಕೊಂಡ ಮಕ್ಕಳು ದೈಹಿಕವಾಗಿ ಹಾಗೂ ಮಾನಸಿಕವಾಗಿ ಮತ್ತೆ ಸರಿಹೊಂದಲು ಹಾಗೂ ಸಮಾಜದೊಡನೆ ಬೆರೆಯಲು ಮಾಡಿರುವ ವ್ಯವಸ್ಥೆ (ಪರಿಚ್ಛೇದ 40)</p>
38.	ಯುದ್ಧ / ಸಶಸ್ತ್ರ ಸಂಘರ್ಷ Armed Conflict	<p>ಅಂತಾರಾಷ್ಟ್ರೀಯ ಮಾನವ ಹಿತ ಕಾನೂನುಗಳನ್ನು ಸರಕಾರಗಳು ಮನ್ನಿಸಿ 15 ವರ್ಷಗಳೊಳಗಿನ ಯಾವುದೇ ಮಗು ನೇರವಾಗಿ ಯುದ್ಧಗಳಲ್ಲಿ ಪಾಲ್ಗೊಳ್ಳದಂತೆ ತಡೆಯಬೇಕು. ಹಾಗೂ 15 ವರ್ಷದೊಳಗಿನ ಯಾವುದೇ ಮಗುವನ್ನು ಸೈನ್ಯಕ್ಕೆ ಸೇರಿಸಿಕೊಳ್ಳಬಾರದು. ಯುದ್ಧದ ಪ್ರಸಂಗದಲ್ಲಿ ತೊಂದರೆಗೆ ಈಡಾದ ಮಕ್ಕಳಿಗೆ ರಕ್ಷಣೆ ಮತ್ತು ಪಾಲನೆ ನೀಡಬೇಕು.</p>	<p>1. ಸ್ವಯಂ ಪ್ರೇರಣೆಯಿಂದ ಅಥವಾ ಕಡ್ಡಾಯವಾಗಿ ಸೈನ್ಯದ ಸೇವೆಗೆ ಸೇರಲು ಇರುವ ವಯೋಮಿತಿ.</p>
39.	ಪುನರ್ವಸತಿ ವ್ಯವಸ್ಥೆ Rehabilitative Care	<p>ದುರುಪಯೋಗ, ನಿರ್ಲಕ್ಷ್ಯ, ತೋಷಣೆ, ಹಿಂಸೆ ಅಥವಾ ಸಶಸ್ತ್ರ ಸಂಘರ್ಷಗಳಲ್ಲಿ ತೊಂದರೆಗೀಡಾದ ಮಕ್ಕಳು ದೈಹಿಕವಾಗಿ ಮತ್ತು ಮಾನಸಿಕವಾಗಿ ಗುಣಮುಖರಾಗಲು ಹಾಗೂ ಸಮಾಜದಲ್ಲಿ ಮತ್ತೆ ಸೇರಲು ಪ್ರೋತ್ಸಾಹ ನೀಡಬೇಕು ಹಾಗೂ ಅವರ ಆರೋಗ್ಯವನ್ನು ಉತ್ತಮಪಡಿಸಲು, ಅವರ ಆತ್ಮಗೌರವ ಹಾಗೂ ಸ್ವಾಭಿಮಾನವನ್ನು ರಕ್ಷಿಸುವ ವಾತಾವರಣವನ್ನು ಉಂಟುಮಾಡಲು ಸರಕಾರವು ಕ್ರಮ ಕೈಗೊಳ್ಳಬೇಕು.</p>	<p>ಪರಿಚ್ಛೇದ 39ರ ಜಾರಿಗೆ ತೆಗೆದುಕೊಂಡ ನಿರ್ದಿಷ್ಟ ಕ್ರಮಗಳು.</p>

ಸಂಖ್ಯೆ	ವಿಷಯ	ವಿಚಾರ	ಜಾರಿ ಸೂಚಕಗಳು
40.	<p>ಮಕ್ಕಳಿಗೆ ನ್ಯಾಯ Juvenile Justice</p>	<p>ಅಪರಾಧದ ಆರೋಪಕ್ಕೆ ಒಳಗಾದ ಮಕ್ಕಳನ್ನು ಗೌರವದಿಂದ ನಡೆಸಿಕೊಳ್ಳುವ ಹಕ್ಕು, ಮಗುವಿನ ಮೇಲೆ ಆರೋಪಿಸಿದ ಅಪರಾಧವು ನ್ಯಾಯ ಸಮ್ಮತವಾಗಿ ರುಜುವಾತು ಆಗುವವರೆಗೂ ಆರೋಪಕ್ಕೊಳಗಾದ ಮಗುವಿಗೆ ಅನನ್ಯ ಅವಳಿ ಮೇಲಿರುವ ಆಪಾದನೆಗಳ ಬಗ್ಗೆ ತಿಳಿಸಿ ಹೇಳಬೇಕು. ಆ ಮಗುವಿಗೆ ಬೇರಾದ ಕಾನೂನು ಸಹಾಯ ಒದಗಿಸಬೇಕು, ಮಗುವಿನಿಂದ ಬಲವಂತವಾಗಿ ಸಾಕ್ಷಿಹೇಳಿಸುವುದು ಅಥವಾ ಆರೋಪಕ್ಕೆ ಒಪ್ಪಿಕೊಳ್ಳುವಂತೆ ಮಾಡುವುದರ ವಿರುದ್ಧ ಸೂಕ್ತ ರಕ್ಷಣೆ ಹಾಗೂ ಪರ್ಯಾಯವಾಗಿ ಸಾಂಸ್ಕೃತಿಕ ರಕ್ಷಣೆ ನೀಡುವಂತೆ ಸರ್ಕಾರಗಳು ನಿಶ್ಚಿತವಾದ ಕ್ರಮ ಕೈಗೊಳ್ಳಬೇಕು.</p>	<p>ಮಕ್ಕಳಿಗೆ ನ್ಯಾಯ ನೀಡುವ ಕುರಿತಾದ ಅಡಳಿತ ವ್ಯವಸ್ಥೆಯ ಬಗ್ಗೆ, ಕಾನೂನು ವ್ಯವಸ್ಥೆಯೊಡನೆ ಸಂಘರ್ಷದಲ್ಲಿರುವ ಮಕ್ಕಳ ಪರಿಸ್ಥಿತಿ ಹಾಗೂ ಮುಂದಿನ ವಿಚಾರಗಳನ್ನು ಕುರಿತ ಮಾಹಿತಿ</p> <p>ಎ) ಬಿಡುಗಡೆಯ ಸಾಧ್ಯತೆಯೇ ಇಲ್ಲದಂತೆ ಅಜೀವ ಪರ್ಯಂತ ಸೆರೆಮನೆ ವಾಸ ಹಾಗೂ ಮರಣದಂಡನೆ ಇವುಗಳ ಮೇಲಿನ ನಿಷೇಧ.</p> <p>ಬಿ) ಕಾನೂನಿಗೆ ವಿರುದ್ಧವಾಗಿ ಮತ್ತು ಮನಸ್ಸಿಗೆ ಬಂದಂತೆ ನಡೆದು ಸ್ವಾತಂತ್ರ್ಯವನ್ನು ಹತ್ತಿರುವುದು.</p> <p>ಸಿ) ಬಂಧನ, ತಡೆಹಿಡಿಯುವುದು ಹಾಗೂ ಸೆರೆಮನೆ ವಾಸವನ್ನೂ ಕಟ್ಟಕಡೆಯ ಕ್ರಮ ಅಥವಾ ಪ್ರಯತ್ನವೆಂದು ನೋಡುವುದು ಹಾಗೂ ಇದು ಅತ್ಯಂತ ಕಡಿಮೆ ಕಾಲಾವಧಿಯದಾಗಿರುವುದು.</p> <p>ಡಿ) ಸ್ವಾತಂತ್ರ್ಯದಿಂದ ವಂಚಿತರಾದ ಹಾಗೂ ಅದಕ್ಕೆ ಕಾರಣ ಕೂಡಾ ತಿಳಿಯದ ಮಕ್ಕಳ ಸಂಖ್ಯೆ.</p> <p>ಇ) ಕಾನೂನು ಹಾಗೂ ಮತ್ತಿತರ ಸಹಾಯ ಸುಲಭವಾಗಿ ಸಿಕ್ಕುವ ಅವಕಾಶ, ಸ್ವಾತಂತ್ರ್ಯಕ್ಕೆ ಭಂಗ ಬಂದಾಗ ಸ್ವಾತಂತ್ರ್ಯದಿಂದ ವಂಚಿತರಾದಾಗ ಅಂತಹ ಪ್ರಸಂಗದ ಸಕ್ರಮತೆಯನ್ನು ನ್ಯಾಯಾಲಯದಲ್ಲಿ ಅಥವಾ ಮತ್ತಿತರ ಸ್ವತಂತ್ರವಾದ ಪ್ರಾಧಿಕಾರದ ಮುಂದೆ ಪ್ರಶ್ನಿಸುವ ಅವಕಾಶ.</p> <p>ಎಫ್) ಪರಿಷ್ಕೇಧ 40ನ್ನು ಜಾರಿ ಗೊಳಿಸುವುದಕ್ಕೆ ತೆಗೆದುಕೊಂಡ ಕ್ರಮಗಳು.</p>
41.	<p>ಮೇಲ್ಮಟ್ಟದ ಪಾರ್ವಭೌಮತೆ Supremacy of Higher Standards</p>	<p>ಯಾವುದೇ ರಾಷ್ಟ್ರದ ಕಾನೂನುಗಳಲ್ಲಿ ಅಥವಾ ಅಂತಾರಾಷ್ಟ್ರೀಯ ಒಡಂಬಡಿಕೆಗಳಲ್ಲಿ ಈ ಒಡಂಬಡಿಕೆಯಲ್ಲಿರುವುದಕ್ಕಿಂತಲೂ ಅತಿಕೆಯವಾದ ಅಂಶಗಳು ಇದ್ದಲ್ಲಿ ಅವುಗಳನ್ನೆ ಎತ್ತಿಹಿಡಿಯತಕ್ಕದ್ದು.</p>	<p>1. ಈ ನಿಟ್ಟಿನಲ್ಲಿ ತೆಗೆದುಕೊಂಡಿರುವ ನಿರ್ದಿಷ್ಟ ಕ್ರಮಗಳು.</p>

Donated by Davy Narayan. Reference like Childlabour

GOVERNMENT OF KARNATAKA

No.SWL 20 LBW 92

Karnataka Government Secretariat,
Multistoreyed Building,
Bangalore, dated 10th February 1995.

NOTIFICATION

Whereas the draft of the Child Labour (Prohibition and Regulation)(Karnataka) Rules, 1994 was published as required by sub-section(1) of Section 18 of the Child Labour (Prohibition & Regulation) Act, 1986 (Central Act No.61 of 1986) in Part IV-2c(i) of the Karnataka Gazette dated 30.7.1994 inviting objections/suggestions from the persons likely to be affected thereby giving 15 days time from the date of publication of the said Notification.

And whereas the said Gazette was made available to the public on 30.7.1994.

And whereas no objections or suggestions have been received on the said draft.

Now, therefore, in exercise of the powers conferred by Sub-section (i) of Section 13 read with sub-section(1) of Sub-section 18 of the Child Labour (Prohibition & Regulation) Act, 1986 (Central Act No.61 of 1986), the Government of Karnataka hereby makes the following Rules, namely,

RULES

1. Short title and commencement: These Rules may be called the Child Welfare (Prohibition & Regulation) (Karnataka) Rules, 1995.
2. They shall be applicable to the whole of the State of Karnataka.
3. They shall come into force from the date of publication in the official Gazette.

Definitions: In these Rules, unless the context otherwise requires:

- (a) 'Form' means form appended to these rules
- (b) 'Register' means register maintained under Section-11 of the Act;
- (c) 'Schedule' means the schedule appended to the Act.

Hours of work of the Child: No child shall be required or allowed to work in an establishment for more than 27 hours in a week and for more than five hours in a day.

Certificates of Age: The Certificate shall be issued by the Government Medical Officer not below the rank of the Assistant Surgeon or regular Medical Director or equivalent rank employed in Employee State Insurance Dispensaries or Hospitals in Form-B.

Other particulars of the maintenance register:

- (i) No child shall be required or allowed to work in an establishment other than those establishments in which hazardous occupations or processes mentioned in Part-A and Part-B of the Schedule to the Act is carried on, for more than 27 hours in any week and for more than 5 hours in a day.
- (ii) The register shall be maintained on a yearly basis, but shall be retained by the employer for a period of 3 years after the date of the last entry made therein.

Health and safety of the children in the Establishment:

(i) In every establishment, all the inside walls of the rooms and all the ceilings or tops of such rooms (whether such walls ceiling or tops be plastered or not) and all the passages and staircases shall be lime washed at least once in each year dating from the period when last time washed. All beams, rafters, doors, window frames and other wood work, with the exception on floors shall be either lime washed or colour washed at least once a year dating from the period when last time washed or colour washed, or shall be painted or varnished once in seven years dating from the period when last painted or varnished and shall be kept in a clean state.

(ii) No rubbish, filth or debris shall be allowed to accumulate or to remain on any premises in an establishment for more than 12 hours and shall be disposed off in such manner as approved by the Inspector.

(iii) The compound surrounding of every establishment shall be maintained in a clean and sanitary condition.

(iv) The latrines, passages, stair boists, establishment grounds, in so far as the entrance of the said places is not closed, shall during working hours, be provided with such lighting as will ensure safety of movement or passage through them.

(v) Every building of more than one storey shall be provided with at least two sets of stairs or steps permanently fixed either inside or outside the building, so as to afford direct and unimpeded access from every part of the establishment to the ground level. Such stairs shall be provided with a suitable and sufficient handrail or other convenient support. In establishments employing less than 40 persons, the Inspector may accept in lieu of a second set of stairs or steps such other means of escape in case of fire as reasonable be required in the circumstances of each case.

(vi) Every window or door giving access to an external staircase shall be so arranged as to open immediately from inside.

(vii) No persons shall smoke or use a naked light or candle or permit any such light to be used in the immediate vicinity of any inflammable material in any establishment.

(viii) In every establishment effective arrangements shall be made to provide drinking water and maintained at suitable points conveniently situated so as to give access for all children employed therein.

Work on or near machinery in motion: No child shall be allowed in any establishment to clean, lubricate or adjust any part of the machinery while that part is in motion or to work between moving parts or between fixed and moving parts of any machinery which is in motion. No child shall work in any machine declared to be dangerous arising in connection with the machine and the precautions to be observed and has received sufficient training in work at the machine or is under adequate supervision under a person who has thorough knowledge and experience of the machine.

Prohibition of employment of child near cotton openers:

No child shall be employed in any part of a factory for pressing cotton in which a cotton opener is at work.

BY ORDER AND IN THE NAME OF THE
GOVERNOR OF KARNATAKA

Sarjog C
(C. SAROJA) 13/2/92
Under Secretary to Government
Labour Department

To

JM

The Compiler, Karnataka Gazette, for publication in the next extra-ordinary Gazette.

Copy to:

1. The Commissioner for Labour, VISL House, J.C.Road, Bangalore.
2. The Deputy Commissioners of all Districts,
3. The Chief Executive Officers of all Zilla Panchayats
4. All Deputy Labour Commissioners/Assistant Labour Commissioners/Labour Officers in the State through Labour Commissioner.
5. The Department of Law & Parliamentary Affairs (Drafting)
6. Press for Publication.

Extract of the Universal declaration of Human Rights,

Article 1. All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2. Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Article 3. Everyone has the right to a life, liberty and security of a person.

Article 4. No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5. No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6. Everyone has the right to recognition everywhere as a person before the law.

Article 7. All are equal before the law and are entitled without any discrimination to equal protection of the law.

Article 8. Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by the law.

Article 9. No one shall be subjected to arbitrary arrest, detention or exile.

Article 10. Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11. A. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to the law in a public trial.

B) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law at the time when it was committed.

Article 12. No one shall be subjected to arbitrary interference with his privacy, family home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13. A) Everyone has the right to freedom of movement and residence within the borders of each state. B) Everyone has the right to leave any country, including his own, and to return to his country.

Article 14. A) Everyone has the right to seek and enjoy in other countries asylum from persecution. B) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15. A) Everyone has the right to a nationality.

B) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16. A) Men and Women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and its dissolution. B) Marriage shall be entered into only with the free and full consent of the intending spouses. C) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17. A) Everyone has the right to own property alone as well as in association with others.

B) No one shall be arbitrarily deprived of his property.

Article 18. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19. Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20. A) Everyone has the right to freedom of peaceful assembly and association. B) No one may be compelled to belong to an association.

Article 21. A) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives. B) Everyone has the right of equal access to public service in his country. C) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22. Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23. A) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. B) Everyone, without any discrimination, has the right to equal pay for equal work. C) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. D) Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24. Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25. A) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control. B) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26. A) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. B) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedom. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace. C) Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27. A) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. B) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28. Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

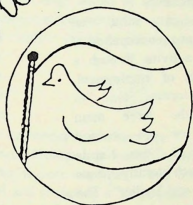
Article 29. A) Everyone has duties to the community in which alone the free and full development of his personality is possible. B) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society. C) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30. Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth in herein.

SHANTHI QUEST

Vol:1 No:1, November 1994

Think Globally



Act Locally

Quest Clubs in Bangalore:
Indeed a Need ?

Exciting Seminar in Sight:
The right to be human !

Painting Competition:
*What is happening in schools
on the 9th of November?*

Peace Components:
Sharing our thoughts.

The Club Page:
*The Quest has started. Club by
Club*

Muhila Samakhya:
A report from the fields

PeaceQuest/Karnataka
(Bangalore Center)

Quest Clubs in Bangalore- indeed a need?

It is a strange twist of fate that to the land of YOGIA, AHIMS(A(Non-Violence) and SPIRITUALISM, a cool breeze of Peace education blows from far of Sweden. This is the land of Buddha and Gandhi, yet ironically, it is a land where the need for an education to achieve Peace in all its rich hues, not only exists, but is also an urgent necessity.

Usually in India, an individual's major preoccupation is that of making a living through a dependable form of employment. Thus one's priorities tend to converge on the three main essentials as we see it and colloquially put as "Roti, Kapda and Makaan" which literally means "Bread, Clothing and Shelter" The need to link up issues greater than oneself requires to be emphasised. Here is where the Quest Clubs come in.

The great loss suffered by humanity due to the progressive deterioration of the flora and fauna of the country is now making people sit up and think. There is a need to act now so that succeeding generations benefit from our efforts

and the world remains green and beautiful Quest Clubs could participate actively to achieve some results in this field too

Illiteracy and Poverty are characteristic companions in developing countries. These are problems that take a long time to overcome. Particularly so when there is a population explosion. One of the evils of this situation is child labour. One sees children trying to earn a living at work all day, when they should actually have been at school. They have lost their childhood. Quest Clubs could contribute significantly by teaching such children in the evenings or at suitable hours during the weekend.

The theme "Think Globally- Act Locally" sounds very encouraging to pursue. One could learn to take one's first steps to grow into a full fledged citizen of the world by the initial progress made in one's own neighbourhood. The movement can thus slowly and surely grow into a force to reckon with.

- B.M.Muddaiya

PEACE
ACTIVITIES by
Questers

SHANTHI QUEST is a newsletter for the members of PeaceQuest / Karnataka. Opinions published are not necessarily those of the organisation. Editors in this issue: Anna Lerneby and Sangoeta Cavale. Address: PeaceQuest/Karnataka, 102 Royal Residency, Block 2, No.8 Brunton Road, Bangalore-560025, Ph.+91 80 5582127 Fax. +91 80 5582772 (attn.PeaceQuest)

Here are some thoughts on three of the major components of PEACE that we have been introducing to the *Quest* Clubs in Karnataka.

Conflict Management— Live and let live Diffuse tension

Conflict is a part of life it is as natural as living itself. It exists in various forms and in varying intensity in almost every sphere of human activity. Our concern is to seek ways and means of managing conflicts which, if left unattended to or unmanaged, could lead to violence or even large-scale bloodshed.

Prejudices exist in the mind of a person or a group of persons. These are the nurseries where conflict takes root. Prejudices are often based on mistaken concepts. The key to overcoming such a state is "communication". A dialogue on the areas of conflict is an essential tool for its management. It could lead to a clear identification of the stands of the parties concerned, and the specific issues get defined. The next stage would be an acceptance of these positions. Thereafter come the negotiations, where the attitude of give-and-take plays a significant role. The conflict would thus be narrowed down and hopefully a solution found.



Democracy— "Information is the currency of democracy"

Democracy is an age-old concept. Most people would probably agree that it is a good thing to have. But what is more important is that we need to cherish democracy, learn to defend it and strengthen it. Democratic thinking also has to be incorporated into everyday life— at the home, school/college, work etc.

Democracy should be made to work in a peaceful manner. Tolerance, cooperation, respect for human rights, civic responsibility and awareness of one's duties, are some of the key factors upon which democracy depends. A free flow of unbiased information, plenty of open dialogue and negotiation, and the ever vigilant 'watchdog' citizen— all this is needed if democracy is to flower and flourish. So let's work together to make it really work for us!



Human Rights— For a kinder world

The inequalities in nature's creations are called to one's notice by the proverbial reference to the human fingers being of different sizes. The animal world has a law of its own and there is no unnecessary harassment, torture or genocide. The law of the jungle aims at a balance in natural existence.

The human being unfortunately does not seem to be so governed. Each day one hears of reports of atrocities committed against some people or other. The greater tragedy here is that the victims themselves are rarely guilty individually or collectively of any crime that has been adjudged in a court of law. This state of affairs gave rise to the creation of the Human Rights Bill of the UN.

It is now necessary to draw the attention of those who lead comfortable lives, that persecution in varying degrees may exist even in one's own neighbourhood. Child labour, dowry system, female infanticide, the ill treatment of the girl child are some of the instances which highlight that the UN Bill needs to be further publicised. *Quest* Clubs intend to take up these issues to spread awareness among people so that the victimisation of the innocent could be reduced progressively and stopped finally.

PeaceQuest Karnataka is part of the Global Quest Club Project. This is what the different colleges in Bangalore have done so far. Club by Club. For the next edition of SHANTHI QUEST we hope the Clubs themselves will contribute to this page.

Ujwal Vidhyalaya

The Club members here are 16-17 years old. The first Club meeting was held on the 8th of August. The college premises are very green and peaceful-an ideal place to start a Quest Club. The members have decided to embark upon an "Each One, teach one" Campaign. This is a project where students donate some time for teaching a child or even an adult, or atleast motivating him/her to study. The Club members will also observe one day as "Cleanliness Day" in the college. So far they have presented a discussion and skit about the Hindu - Muslim conflict, a very relevant theme in Bangalore today. The elected President here is V Srinivas Chari. Mr M L Ramesha is Club Coordinator.

M.E.S Teachers College

The first Club meeting was held on the 25th of August. POK had anticipated 15 volunteers but 34 showed up and the very enthusiastic response came as a pleasant surprise! Group leaders were chosen. Sunny Augustine was unanimously nominated President. The Coordinator here is Mr A N Vijaya Murthy. The Club has been very active inspite of a hectic academic schedule. So far they have put up a presentation on the bus system in Bangalore, a programme on child labour including a moving skit and a very organised and well planned discussion on the caste system.

St. Joseph's College of Commerce and Business Administration

The 1st meeting was held on 2nd September, and Ketan Gupta was nominated President. Mr Jerome Nirmalraj is the Coordinator. A POK sponsored poster campaign on burning issues like child labour, environment, the girl child etc is now the major project. The posters will be exhibited at different college festivals- an excellent way of promoting PeaceQuest. The Club is also planning a donation campaign of the excess food from five star hotels to orphanages and old age homes.

Vidya Vardhaka Sangha 1st Grade College

We established a Club on the 30th of August. Office-bearers were nominated unanimously. The students seem to be really interested in the Movement and are led by Ms. Jasntha Dorairaj. The President here is B.V. Sandhya.

Al-Ameen College

PeaceQuest staff addressed the Class representatives on the 8th of September. The response from the students has been very enthusiastic. We are yet to form a Club at this college, but we are very eager to do so. Al-Ameen is a predominantly Muslim college and is for men only. Mr. Mirza Ali Abbas and Mr. Shahood Khan will spearhead the Movement.

Acharya Women's College

This college is situated in a small town called Gauribidanur in Kolar district. We set up a Club here on the 20th of September. The response from these "rural" young women has been overwhelming. The President of the Club, Miss Roopa, was elected by a secret ballot. The Principal, Mr. K. Varaha Murthy, himself is Club Coordinator. There are seventy-six members as of date!

The Quest for an emblem

Our organization is looking for a mark of identification-an Emblem. We plan to hold a competition in colleges where we have Quest Clubs. Students have been asked to draw an attractive, innovative and eye-catching emblem which can also be reproduced on a small badge. The deadline for this competition is 31st October in order to have it ready for the seminar.



Painting Competition

On the next page Sangeeta has written an article on Children's Day. To commemorate this day, we are arranging a painting competition under the aegis of PeaceQuest Karnataka. The theme will be the Dangers of Violence/War. School children of M.E.S. Ujjval Vidhyalaya and Vidya Verdhaka in Bangalore and Acharya Women's College in Gauribidanur shall participate. The participants are divided into two groups, one group with children from the 1st to the 4th class and the other group consisting of children from 5th class upto the 10th. The competition is to take place on the 9th of November and the winners' names are to be announced on Children's Day- 14th November. The Quest Club in the school will select the ten best and send them to the PCK office where a panel of judges will select the two best in each category.

The right to be Human!

We are planning to conduct a seminar/ workshop on Dec. 3rd, 1994 on some of the socio/economic aspects of Human Rights viz. Dowry system, Child Labour and Literacy. This will be our first opportunity to have representatives of all our Clubs under one roof, for at least a few hours. It is an exciting prospect. We see Club members making new friends, learning of Club activities and practices at other colleges. To us it would seem like a large family get-together.

To ensure that we capitalize on such a meet, we plan to organise a programme where every member will be encouraged to participate. It is intended to have a formal opening session of about 90 minutes. In this, a key-note address on Human Rights will be delivered by a prominent speaker, the other invited speakers will each deal with one of the three subjects chosen.

This is to be followed by group discussions. Three groups are to be formed. Student members are expected to lead the discussions. Finally, chosen representatives of each group will be called upon to address the audience on the subject. They may propose a plan of action for Quest Clubs to pursue- to act locally and contribute in their own way towards the progress of humanity.

Invitations for this seminar will be sent to the Clubs, when all the necessary details have been worked out.

Shashi Ramachandra

Children's Day

In India, the 14th of November is a special day. It is the birth anniversary of our first Prime Minister, Jawaharlal Nehru. Chacha (Uncle) Nehru loved children and celebrating his birthday as Children's Day is one way of paying tribute to this jovial, humane and almost child-like side of his personality.

Personally, I never made much of Children's Day as a kid. It was a school holiday and that meant a day off and wow, that seemed like so much fun! No school, no studies. Great!

Today, my perceptions have changed. Children's Day has assumed a new significance. As I emerged from the blissful ignorance of childhood to those "difficult" teenage years and then moved on to early adulthood, and finally am an adult (Thank Goodness), I am saddened. Saddened by scenes of poverty, hunger, exploitation, sorrow and despair. And when I see children suffer for no fault of theirs, I realise how fortunate I was to have had a "good" childhood.

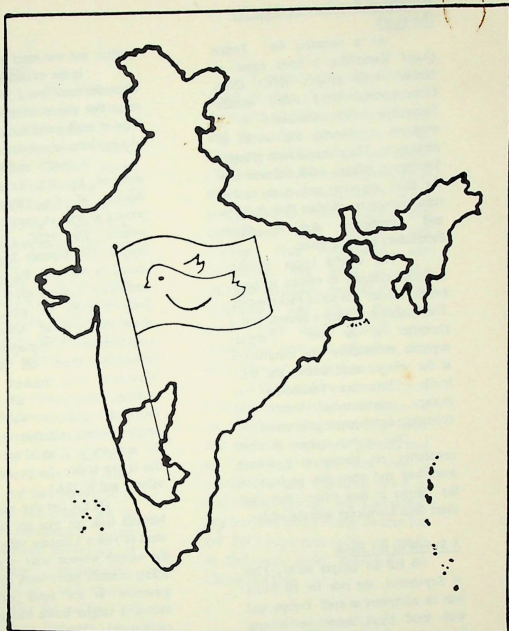
Children's Day receives much media coverage. The P.M. and the President felicitate a select few on this day. Sweets and candy is distributed and there is much gaiety in the air. That's it. The day is over and the sun goes down. It rises again the next day and life moves on.

I believe we should think about the state of children all over the world. Children are our treasure and they shall inherit the Earth. They are our future and our hope. Children's Day is here to remind us that we need to learn more about young people, their hopes and aspirations, their dreams and desires, their problems and difficulties. We need to take children seriously, respect them as individuals and allow them to grow. They need SPACE and tenderness, love and affection, and discipline but not harshness.

I think children should enjoy themselves everyday and more so on Children's Day. I really hope that teachers, educators, parents and all 'grownups' make this day a memorable one. Children need to feel really special and cherished. My teachers didn't really do that for me. But I hope kids today are made to feel very good, especially on Children's Day.

- Sangeeta Cavale





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PEACEQUEST

The Global Quest Club project

● Empowering students and educators
to work for a healthy and peaceful future

**Promoting Democracy, Human Rights and
peaceful Management of conflicts
all over the World**

PeaceQuest International
1994

Longing for Peace

is part of Humankind's quest for a better life. War and violence in the 1990s still plague many parts of our world. We are all threatened by the prevailing risks of the failure to dismantle nuclear arsenals.

The *PeaceQuest* movement believes in the need and opportunity to empower youth, students and educators to be able to work for a healthy and peaceful future. Our programmes and activities are designed to provide an initiative to youngsters and adults to support positive change through education, tolerance and communication. We like to believe that we humans can develop the skills essential to the realization of lasting peace and sustainable development on Earth.

Think Globally

Most problems facing the world today can only be solved at the international level. Issues such as global warming, disarmament, and trade regulations affect people across national borders. National and international decisions must be favourable for all humanity.

Honour Differences

People hold many different beliefs and values. Honouring these differences, cultural and otherwise, is essential for peace. We can learn to cooperate as much with people and nations with different values as we do with our closest friends.

Recognize Similarities

By focusing on our common beliefs, problems and goals, instead of our differences, we shift attention to action which is both supportive and constructive. The common bond of our humanity provides a potential for unity that by far exceeds the limits of our respective value systems.

Accept Opportunities

Peace-making is everyone's business. Each and every individual can make a difference in one way or another. We must strive to seize opportunities to improve life at all levels - personal, local, regional and global. *PeaceQuest* offers opportunities to meet this challenge through a variety of creative activities.

Programmes and Activities

QuestClubs. The *Global Quest Club* project invites students and educators from all continents to contribute to the planning of their future through a practical and constructive approach. This exercise in "Thinking Globally, Acting Locally" gives the opportunity to organize seminars and activities in schools and communities around themes including Democracy, Human Rights, Conflict Management, Environment Awareness and Sustainable Development.

Quest Clubs cooperate actively with partner Clubs in different countries, giving their grassroots initiative a truly international character.

PeaceQuest Tours. In this unique student-diplomat exchange programme, young questers from different backgrounds tour together in search of knowledge and approaches for creating peace between peoples. Since 1988, *PeaceQuest Tours* have brought together young people from East and West Europe, North America and Asia. On tour, *PeaceQuesters* discuss politics, economics and history with diplomats and fellow-students, professors and grandmothers, scientists and steelworkers. They sample the arts, appear on TV and learn about local culture. From Ministries to family kitchens, *PeaceQuesters* experience both political and everyday life.

International Youth Camps. Each year, young people from around the world come together to form a "global village" in the countryside, learning about each other's culture and government, hopes and fears. They argue, play sports, and above all become friends. "Enemy" stereotypes shatter, assumptions change and together they plan their future.

Peace Seminars. In week-long seminars in capital cities stretching from Washington to New Delhi, students from different countries are introduced to the theory and practice of international peace-making. They attend lectures, do creative exercises and question diplomats, politicians and activists on current events.

Education Campaigns. Information campaigns on issues of global concern are initiated year-round by members of the *PeaceQuest* network. For current and future decision-makers, information on such issues as Human Rights and Sustainable Development is the key to empowerment for change.

PeaceQuest

is a non-profit, nonpartisan organization dedicated to peace education and citizen diplomacy. Its activities embrace a growing number of countries.

Guided by a vision of a future world defined by lasting, positive peace, sustainable development, democracy and human rights, *PeaceQuest* members have been innovators of unique peace education programmes for over 10 years. Your participation in *PeaceQuest* can influence the fate of the Earth!

The Global Quest Club Project

in brief

To empower students and teachers to work for a healthy and peaceful future

- * Clubs associated with schools and colleges promote participatory democracy, awareness of and respect for human rights and conflict management through education and training, supporting a transition towards peace.
- * First clubs in Latvia 1993, activities 1994 in Karnataka, Zambia and Chile, from 1995 in more countries.
- * Development of Club models concentrated to Bangalore (from June 94); well functioning models and materials then to be used initially in Karnataka, Zambia and Chile.
- * Initiation of and continuous support to *Quest Club* activities through regional *PeaceQuest* Centers.
- * Longer term goal: Well established global network of Quest Clubs, making a significant, sustainable contribution to the cause of peace. Growing number of decision-makers with *Quest Club* background will support peace education and contribute to conflict management resources in their countries and well as globally.
- * International coordination work is presently done by *PeaceQuest* International board members, Alan Frisk (USA/Latvia), Valentin Seveus (Sweden), and Jakob Strom (Sweden). Evolving partner organizations (*PeaceQuest* /Karnataka, *PeaceQuest*/Zambia etc) in different areas to be successively involved in evaluation and consultations.

Join the *Quest* !

- I would like to be part of the *PeaceQuest* network
 as a member of a *Quest* Club in my school, college or community
 As an individual member associated directly with a *PeaceQuest* center or *PeaceQuest* International
 as an organizational/corporate member
- I would like to form or support the formation of a *Quest* Club in my school, college or community
- I would like to support the Global *Quest* Club project by
 a monetary donation otherwise

BLOCK LETTERS OR TYPE PLEASE!

Surname _____

First name _____

Address _____

Post code _____ State/Country _____

Phone _____ Fax _____

Occupation _____

School/Institution _____

Quest Club _____

If student, grade _____ Year of Birth _____

Other info _____

- I have enclosed my membership fee/contribution of _____
_____ (amount/currency)

Please, contribute as much as you can. (No fixed fee).

I wish to qualify as a non-paying member

Please make cheques payable to *PeaceQuest*. - Send or give this form to a *PeaceQuest* representative or a center.

PeaceQuest/Karnataka

is the newest regional *PeaceQuest* organization, established in June 1994 at Bangalore, the capital of the South Indian state of Karnataka. The Bangalore Center coordinates the international work of the Global *Quest* Club project in coordination with the center in Stockholm.

The Board of Trustees consists of Hemalata Mahishi, President, S Ramesh, Treasurer, B M Muddaiya, Secretary, Shanta Diwakar and Rajesh Jain.

PeaceQuest International

is registered in Washington, DC, as a non-profit organization. The **Board of Directors** is presently constituted by: Valentin Seveus, President, Franklin Lee, Vice-President, Alan E Frisk, Executive Secretary, Michael Brown, Olaf Egeberg, Patrik Englund, Nancy Iskenderian, Fredrik Jonsson, Marsha Stithem, Jakob Strom and Jamie Wellik.

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Summary of the Key-note address of Justice H.G Balakrishna.

Human Rights

Human Rights have been described as the Gaffly of International law. Today, they have acquired an air of legitimacy and compulsion not only in International affairs but also in the relations between the State and its citizens especially in countries which believe in Rule of Law, democracy and self government. Human Rights have moved on to the centre-stage today in Global relations, stressing the need to emphasise and encourage the effective exercise of civil, political, economic, social, cultural and other rights and freedoms.

Human rights emanate from the Natural Law Concept that the rights are universal, inalienable possessions of the individuals everywhere as expressed by great thinkers like John Locke, Montesquieu, the authors of the Magna Carta and the famous declaration of independence by Thomas Jefferson.

The urgency and relevance of human rights was keenly felt after the end of World War II as the war revealed the horrors inflicted by Nazi Germany on utterly helpless civilian population and the mass genocide of innocent people.

World-wide support grew for the formulation of human rights standards. America took the initiative for inclusion in its foreign policy, for the first time in its relations with other nations. Even before America entered into World War II, president Roosevelt delivered his Four Freedoms Speech on 6-1-1941 and defined the four basic rights essential to the restoration of World Order. They are:

1. Freedom of Speech and Expression.
2. Freedom of Religion.
3. Freedom from Want.
4. Freedom from fear everywhere in the world.

These ideas of human rights were reflected in the Atlantic Charter announced on 14-8-1941 by the Big Two namely President Roosevelt and Sir Winston Churchill.

Later, in the U.N declaration of 1942 which paved the way for U.N's establishment in 1945, the signatory countries solemnly promised adherence to the Atlantic Charter. Article 55 and 56 of U.N Charter predicate the assurance that U.N would promote " Human rights, and fundamental freedoms for all without distinction as to race, sex, language or religion" and would require all member nations to take joint and separate action in cooperation with the U.N.

On 10 th December 1948, the U.N General Assembly baptised the Universal Declaration of Human Rights. India signed Atlantic Charter before independence and signed the Universal Declaration of Human Rights after Independence. Let it be known that the Declaration was formed by the principles of the American Bill of Rights, the British Magna Carta, and the French Declaration of the rights of men.

Besides the covenants drawn up by the Human Rights Commission, the U.N and its specialised agencies have written several other human rights conventions which include one on Genocide adopted by the U.N General Assembly on 9-12-1948 and one on the political rights of women adopted in 1950.

The largest Human rights organisation is Amnesty International which is an independent body funded by subscriptions and donations from its more than 500,000 members world-wide, and being based in London, it claims to have more than 3000 local groups in more than 50 countries including Africa, Asia, Europe, North and South America and Middle East in order to monitor human rights practises.

Amnesty International bases its assessments on the Universal Declaration of Human Rights and other international declarations. It is the chief source of information for the U.S State Department's annual country practises Reports.

There are three categories of human rights.

1. The right to be free from governmental violations of the integrity of the person. Such violations include, torture, cruel and inhuman or degrading treatment or punishment, arbitrary arrest, or imprisonment, denial of fair public trial and invasion of home or privacy.
2. The right to the fulfilment of such vital needs as food, shelter, medicare (Health care) and education
3. The right to enjoy civil liberties and political liberties like freedom of thought, of religion, of assembly, of speech, of the press, freedom of movement both within and outside one's own country and freedom to take part in government. Recognised by the U.N, the list of human rights includes the rights of the Child, vacations with pay for workers, maternity leave, full employment and free medicare.

Child Labour

Our Constitution prohibits Child labour but the practise persists. Ineffectiveness of the constitution in this regard needs analysis. The constitution is not self-executing instrument. It is the people who should be vigilant and ensure that the constitution is honoured. How, is the question.

1. By creating public awareness.
2. By educating the child about its constitutional rights.
3. By taking the bureaucrats to task for not implementing the law.
4. By educating and pressurising the political parties.
5. By educating the parents.
6. By encouraging the children to go to schools in order to avail themselves of the right to free and compulsory education.
7. By renewing the laws in order to eradicate the defects in the legislations.
8. By forming a consortium of social activists, voluntary agencies, lawyers and judicial officers as well as Legislators to put their heads together for revising the laws relating to prohibition of child labour.
9. By initiating public interest litigation before the courts for enforcement of the law.
10. By introducing the Child Rights Convention in the curriculum of studies at appropriate level of education.
11. By coordinating and centralising the work of various governmental departments to improve the lot of children.
12. By fixing accountability on the power-wielders by legislation for non-implementation of child labour laws.

Dowry system

This evil has been dogging our society and has taken a heavy toll of innocent and helpless women. The fault lies with the men who are after money and who use the wife as the lever. Though there is a law prohibiting dowry, it has not been effective. Why is it so?

1. Man has become half monkey and half beast. The moral, ethical and spiritual values have been brushed aside. He regards marriage as sale of the bride. To him, the marriage is neither a sacramental tie nor a social contract. To him, it is a sale agreement. This mental attitude must change. A psychological revolution has to be started to educate the male and transform the animal in man into a divine man. The horrors of dowry practise have to be driven home, may be, at the early stages of education and that to demand and take dowry is a sin must be driven home. Tender age is the best stage to enlighten the boy and girl of the evils of dowry system. What would he do if it happens to his sister?
2. By effective enforcement of law.
3. By helping the court with sufficient evidence.
4. By educating the prosecutors, police officers, judicial officers and lawyers of the spirit of the legislation.

5. By awarding punishment commensurate with the gravity of the offence.
6. By not compromising with the evil by refusing to accept compensation from the accused and by refusing to withdraw the case or by not indulging in overt or covert sabotage of the case for the sake of money.
7. By shifting the burden of proof on the accused.
8. By speedy disposal of cases.
9. By the Bar extending free legal aid to the victim's parents.

Compulsory education

Free and compulsory education up to the age of 14 years has been made a fundamental right by the Supreme Court. Education imparts knowledge and knowledge is power. The primary duty of every state is to give free and compulsory education to all up to the age of 14 years as seen from Article 45 of our constitution.

The child has the right to be educated. The parents are duty-bound to send the children to school. The constitution envisaged the total implementation of the right within 10 years from the date of commencement of the constitution. But 45 years have elapsed. The job has not been completed. What is the remedy?

1. Create awareness among the parents and the children.
2. By having primary schools in every village in accordance with the child population apart from Urban areas.
3. By enlisting the help of Big business houses and charitable foundations and philanthropers including political parties in the establishment and maintenance of primary schools apart from the obligation of the state in doing so.
4. By locating the schools at convenient distance from the village.
5. By providing sufficient teachers and proper conditions for teaching.
6. By providing free mid-day meals to children in order to ease the burden on the poor parents, having due regard for nutrition.
7. By changing the pattern and nature of education so that it is productive and profitable to the child and its family, with emphasis on self-employment.
8. To fix accountability on the officials for not implementing the constitutional obligation.
9. To revise the pattern and nature of education to be imparted to the children up to the age of 14.
10. By paying due attention especially to the street children in educating and rehabilitating them.
11. By giving due importance to good teaching.
12. By ensuring that the standards set up by CRC are adhered to in the matter of educating the child.
13. To popularise social, legal or judicial activism to respond to the specific needs of the girl child regarding her right to survival development, protection and participation.
14. To introduce more stringent laws prohibiting female foeticide, compulsory registration of births and deaths of all female children in particular and provide equal opportunity for girls and boys to participate in all social sector schemes dealing with health, nutrition and education.
15. By community awareness campaign through mass media and door to door approach regarding the values of Primary education in a more vigorous and effective manner.
16. By liberating the child from bonded labour.
17. In the establishment of primary schools, the simple, utilitarian and economical structures as found in Kerala state is worthy of emulation, in preference to concrete or brick-made buildings.
18. To build lobby and pressure groups to get the work done.
19. There is an alarming increase in school-dropouts and it is necessary to examine the causes and to devise the remedies.
20. There is gender bias against girl-child especially in rural areas thereby affecting their education and steps should be taken to remove the misconception of the parents.

Conclusion

Human rights vanish into thin air when they are in the vortex of international power politics when principles are compromised and the real champions of human rights are confined to the wheelchair helplessly watching murders being committed on the other side of the street.

The cause of human rights flashed across the international scene like the shooting star, bright, amazing and fleeting. Suddenly the sky is empty and it seems as if the event is remembered only by academic astronomers busily engaged in analysing their findings. The motley crowd of human right exponents are engaged in an endless struggle and Human rights has become a relatively low cost enterprise and a twentieth century novelty according to some critics.

Pascal exclaimed three centuries ago that what is truth on one side of the Pyrenees is false on the other. Today, it is no less true. Human rights are looked at differently in Totalitarian States as well as Theocratic States though what is good for the goose ought to be good for the gander.

There is a strange co-existence of good and evil in all societies and so in the human beings. The effort is to minimise the evil and not to totally eliminate it. But one thing is certain to my mind and that is, man's inhumanity to man can be stemmed if in the mind of man, the seeds of compassion, Dharam, truth, morality, and justice and fair-play germinate. There is much to learn from the law of nature. I repeat the words of William Wordsworth.

"One impulse from the vernal wood, may teach you more of man, of moral, evil and good than all the sages can."

What the concept of human rights ultimately means is the transformation of man and the system into a divine force.

Beautiful Thoughts

One of the articles of the Universal Declaration of Human Rights is that all men are born equal. The preamble to our constitution proclaims dignity of the individual and unity of the nation. Our society has not given up social hierarchy and fragmentation on the basis of high and low. There is an undeniable division of our society with graded inequality in social life. How can we expect unity of the nation with a divided society? The social evil is still persisting despite constitutional declaration. There should be a confluence of the philosophy of our constitution and the social philosophy. Is it not time to break out of this artificial barrier which has seriously damaged the integrity of our country?

The flower of freedom and democracy can only flourish in a virtuous garden, is a vision which should not allude us.

There must be a passion and capacity for the enjoyment of liberty. There must be a sense of personality in each and respect for a personality in all, generally spread through the whole community of human beings, if a truly democratic state can be fully achieved. This is possible only in a community which has achieved a sufficient standard of material existence and a sufficient degree of homogeneity to devote itself to an ideal of liberty which has to be worked out in each by the common effort of all. Achievement of quality of life is an ideal dream of all freedom-loving people.

If the problem of national homogeneity is still insistent and there is no common feeling of fellowahip, if some sections of the community are regarded by others as essentially alien and heterogeneous either on ground of their inferior education or on ground of their inferior stock or descent or on any other ground, the ideal of common life of freedom will be an illusion.

CHILD LABOUR IN THE HOSIERY INDUSTRY OF TIRUPPUR

BY

C.NAMBI

INTERNATIONAL SCENARIO:

Widespread employment of child labour has become a common feature of many of the third world countries to which India is not an exception. The condition is so bad that there is no need to go anywhere to see the child labour - just open up your eyes - the picture will start running in front of you. From primitive agriculture to modern industry we witness the employment of children between the ages of 5 and 14. Children are also employed in most hazardous occupations. They work under humiliating conditions without having any freedom to express the torture they undergo and in fact they are deprived of their childhood. It is estimated that around 200 million children all over the world go through this ordeal of torture, suffering and deprivation.

SCENARIO AT THE NATIONAL LEVEL:

Several estimates have been made about the magnitude of child workers in India.

- * According to Global Labour Force Estimates of the I.L.O, every fifth child in the age group of 10 - 14 years was part of the country's active labour force. The number of child workers in India was estimated at 15.1 million in 1975.

- * The NSS 32nd round (1977-78) estimated child workers in the age group 5-14 at 16.25 million in 1978.
- * According to 1981 census 13.6 million children are in the labour force (11.2 million as main workers and 2.4 million as marginal workers).
- * In 1983, the Planning Commission had projected the number of child workers at 17.36 million.
- * The findings of the Operations Research group, Baroda (Published in 1983) came up with an estimate of 44 million working children in India. This number is widely accepted as being closest to reality.
- * The Balai Data Bank, Manila estimates about 111 million child workers. If nearly half of India's (over 800 million) population lives in poverty, the number of working children in India is likely to be over 100 million.
- * The Labour Minister while announcing a plan to liberate 2 million working children in August, 1994, said that there are 20 million child workers.

1/3 of the world Child Labourers are in India. Child Labourers are found in occupations like 1. Agriculture 2. Plantations 3. Mining and quarrying 4. Bidi 5. Match and fire works 6. Hosiery and other allied industries 7. Glass and bangles 8. Zari and embroidery 9. Machine tools repair shops 10. Gem cutting and polishing 11. Cashew processing and manufacturing of coir products 12. Handloom and carpet-weaving 13. Domestic

workers 14. Helpers in hotels, restaurants, canteens, tea-stalls, shops and wayside establishments. 15. Rag-picking 16. Construction 17. Hawkers, Vendors, newspaper sellers 18. Coolies etc....

SCENARIO IN TAMIL NADU:

In Tamil Nadu there were 9,75,055 (871313 main and 103742 marginal workers) working children below the age of 15 during 1981. Working children formed about 5% of the total workforce in Tamil Nadu. The incidence of child workers varies across the districts of Tamil Nadu. Apart from the well known child employment in Sivakasi area in the match and fire industries, large concentration of child labour exist in the Beedi industries in North Arcot - Ambedkar, Trichy and Nellai - Kattabomman districts, Tanneries in Dindigul and in the hosiery industry of Tiruppur. Besides these, children are also employed in unorganised sectors like agriculture and being employed in hotels, workshops of different kinds, construction work, loading and unloading, shoe-polishing and rag-picking. We can say that there is no activity without the employment of child labour.

SCENARIO OF CHILD LABOUR IN THE HOSIERY INDUSTRY OF TIRUPPUR:

The plight of children working in match and fire-works is often times highlighted in the press and has invited the intervention of the Supreme Court and Government of Tamil Nadu for certain remedial measures. But there are also other occupations where the employment of children has been increasing which has never been brought to light. A case in point is the hosiery industry in Tiruppur.

Tiruppur, is a municipal town, situated 55kms. away (North - easternly direction) from the Textile City of Coimbatore. Tiruppur, the hosiery town, is fast becoming the nerve centre of cotton knit-wear products. According to official sources, there are over 2,500 production units in Tiruppur including knitting, stitching and embroidering. There are over 600 processing units for bleaching and dyeing and there are 300 printing units. This is only an official information. My hunch is that the number of units must be double the official estimate. Besides these main units, there are hundreds of ancillary units like label making, khaja-button making, packing materials making etc., which support the main units. It is estimated that there are over 2 lakhs skilled and semi-skilled workers.

Several thousand children (between the age of 5 - 14) are reported to be employed in various operations of the hosiery industry. A rough estimate shows that around 25,000 children are employed in the knit-wear industry of Tiruppur. Tiruppur, the hosiery town in Coimbatore district of Tamilnadu is an important centre dealing with cotton and cotton products for a very long time. Today Tiruppur remains as one of the principal centre of cotton knit-wear industry in the country. Approximately, it accounts for about 35% of the domestic production in the country. The other two major centres are located in Calcutta and Delhi account for 30 and 10 percent respectively. The rest is contributed by the secondary centres distributed throughout the country.

Since 1980s, this industry witnessed a production boom. From a producer producing solely for the domestic market, the knit-wear industry of Tiruppur became one of the largest exporter of hosiery products and a net foreign exchange earner. Tiruppur knit-wear exporters who started out with Rs.18.60 crores worth of direct exports in 1985, reached Rs.400 crores in 1989 and very recently it touched around Rs.1,200 crores. In 1993-94 this industry fetched Rs.2,200 crores in foreign exchange. The ultimate target is "BILLION DOLLAR EXPORTS"

Tiruppur can boost of such things. But at what and whose cost?

It must be noted here that the current fashion boom in western Europe and North America for all kinds of cotton knitted clothes contributed significantly to this. Moreover, the domestic market for the hosiery products expanded considerably. This development was made possible by the structural adjustment policy adopted by the government since the 80s, during which period we see the proliferation of hosiery units in every nook and corner of the Tiruppur town as also the surrounding areas.

While on the one hand the expansion of the knitwear industry of Tiruppur has resulted in the creation of more employment, on the other hand, the labour force participation in the industry has undergone a substantial change. It is quite evident that in almost all production process children are employed in large numbers. This is mainly as a result of the change in the organisation of production in these units that now most of the production is done on job work basis.

Job work refers to an interactive relationship between and also within firms. It is also used to describe the divisions of labour which exist within firms.

Above all, this system also allows fragmentation of the production structure - both spatially and organisationally. However, from workers perspective this perpetuates the existence of numerous small units of production and allows owners to flout or ignore questions related to conditions of work and labour laws. In other words, this kind of job working enabled many owners to employ children between the ages of 5-14 in operations which involve only a small period of training for acquiring the skill.

Largely, the children are drawn from the neighbouring villages which are located along the roads that connect them with Tiruppur town. Children from interior villages are also employed in Tiruppur units who either walk or use cycle to reach the nearest bus route from where they reach Tiruppur. Thus, we see children coming to the banian companies from 30 kilometers radius of Tiruppur town. We do see working children from far off districts like Tiruchi, Madurai, Tirunelveli and Ramnad. They are mostly settled in the newly emerging slums of Tiruppur town.

Thus children form an important labour segment in the production process of Hosiery Industry and this state is likely to intensify and draw more and more children into the workforce depriving children of their childhood and future development.

SUMMARY OF FINDINGS OF THE STUDY UNDERTAKEN AT TIRUPPUR AREA BY
OUR ORGANISATION :

Totally 18424 households are covered under the household survey. (4533 in Avinashi block, 9555 in Tiruppur block and 4336 in Tiruppur Municipality). Total population covered under the survey is 73278 (52% males and 48% females). Children constitute 32% of this population (children below 15 years of age).

Population covered (as per 1991 census) under the household survey is 15% in Avinashi Block, 27% in Tiruppur block and it is 8% in Tiruppur Municipality.

Of the 4533 households covered in Avinashi block households with child workers constitute 17% and it is 21% in Tiruppur block and 26% in Tiruppur Municipality. This reveals that households with child workers are more concentrated in Tiruppur slums where every fourth household sends its children for work. Next comes Tiruppur block with every fifth household sending its children for work. Villages in Tiruppur block are close to Tiruppur town.

Backward caste households accounts for the highest proportion in the three areas surveyed and among these households 19% of the households have working children. It is highest among the most backward castes with 27% of households with working

children. Proportion of households with working children among SC & ST communities is 25%

WORKFORCE:

Total workers (37427) constitute 51% of the total population covered. Of this male adults account for 63%, female adults 23% and children constitute 14% (7% males and 7% females).

While the state average in terms of child workforce to total workforce is only about 5%, it is much higher in the hosiery belt than the state average. This indicates higher employment of children in hosiery industry. This is clear from the figures available on the number of children employed in Hosiery units.

HOSIERY WORKERS:

In the three areas covered there are 11243 workers involved in knitwear industry. This accounts for about 31% of the total workers. Thus it shows that next to agriculture hosiery industry is the main occupation for about one third of the population. Of the total hosiery workers there are 4554 children below the age of 15 Accounting for 41% of the total work force in the industry.

Given that the door to door survey represents the overall trend, it reveals that about 40% of the workers supplied to the industry from these areas are Children below the age of 15.

Of the total workers in Hosiery male adults account for 55%, female adults 4%, male children 20% and female children 21%.

In the three areas surveyed Tiruppur Municipality accounts for highest proportion of child workers with 62% of the total workers involved in Hosiery work. It is 36% in Tiruppur block and 32% in Avinashi block.

Unlike in the match and Fireworks and beedi industry, here both boys and girls are working in equal numbers. There is also not much difference in the operations carried out by male children and female children and also in terms of wages.

Of the children involved in hosiery industry 22% of them are in the age group of 6-11 and the remaining in 12-14 years.

Among the population surveyed there are 15441 children in the age group of 6-14 years and of these 35% of the children are already in the workforce.

WORKING CONDITIONS AND WAGES:

Unlike Sivakasi, where children work in the factories as well as in the home, in Tiruppur the children will have to work alongside adults in factories for long hours of work. It is a normal scene to see the buses packed with thousands of young children with the tiffin carrier in their hand going to their work spot in the early hours of the day as well as in the evening. Again inside the factory, they have to work like a machine since wages are paid on piece-rate for the adults. Since the children are helpers to the adults they have to cope with the speed of the adults eventhough they (children) are paid only daily wages. They are also wooed by overtime incentives. So, most of the children work for 12-16 hours per day. Comparatively the wages paid to adults as well as to the child labour is better than Sivakasi. A child labourer in Tiruppur starts with Rs.10/- per day. The wages slowly increases as she/he grows physically and getting experience in a company. Mostly these children are helpers to the adults. Learning of a particular skill depends upon (i) Style of functioning of a company (ii) the kind of rapport built between the adult worker and the child worker. (iii) physical growth of a child. A boy or girl from this area is better appreciated for his/her earning capacities than his/her performance in class rooms. There is a general tendencies among the parents that let our children find their own way of

living than thinking of sending them to a school or continuing their education. School children who go for work during the school vocation (especially during summer holidays) never come back to school again. They are sucked into the industry. These things have led to decrease in enrolment in schools and increase in school drop-out rates, recently.

HEALTH HAZARDOUS:

Eventhough there is no scientific study on these, it is told that 10 to 15 new cases of T.B. is being admitted at Tiruppur Govt. Hospital in a day. There was a shocking news in Daily Thanthi newspaper dt.24.6.94. Dr. Karuppannan, the Chief Eye Specialist in Tiruppur Govt. Hospital has revealed the fact that 80% of hosiery workers are having eye related diseases in Tiruppur. He specifically mentions that child workers are also affected. While it is the cotton dust inside the hosiery industry, it is the chemical dust in the dyeing and bleaching units. The Doctor warns that until and unless the workers go for treatment on time, they will become blind over a period of time. A river is usually the lifeline of any area through which it passes. But this is not the case with Noyyal, a tributary of the Cauvery which passes through Tiruppur. Toxic effluents flow through this river. It not only affects Tiruppur but also neighbouring areas in Periyar district.

This leads to widespread skin ailments and pulnological diseases. The main reasons are the chemicals used in processing the cotton - i.e. Sodium hydroxide, Sodium hypochloride, Sodium Sulphide, Hydrochloric acid and a number of dyes based on a toxic benzidine structure.

Our present study undertaken by us will bring in lot of information in this regard.

Tiruppur town has become congested, dirty and dust. The entire area is being polluted because of the dyeing and bleaching factories in and around Tiruppur. The damage is such that if you dig a well or put up a bore-well, you will get only coloured water. The social life is also polluted in the sense that more and more people are getting into habit of drinking and using all other kinds of indoxicating things.

ENFORCEMENT OF LAW:

The Consitution of India is the basic law. It is not supposed to be violated by the Government, parliament; State Assemblies, administration or citizens. Act.24 of the Constitution gives a fundamental right that 'no child below the age of fourteen years shall be employed to work in any factory or mine or engaged in any other hazardous employment'.

There is another view viz that all employment of children below fourteen is hazardous since it interferes with their education and denies their opportunities for healthy growth. Legal support for this argument is derived from the directive principles of the Constitution (which are fundamentals in the governance of the country) especially Article 45 which guarantee for free and Compulsory education till 14 years.

At the world Summit for Children on 30th September 1990 the world leaders declared that 'we have gathered at the World Summit for children to undertake a joint commitment and to make an urgent universal appeal - to give every child a better future. The children of the world are innocent, vulnerable and dependent. They also curious active and full of hope. Their time should be one of joy and peace, of playing, learning and growing. Their future should be shaped in harmony and co-operation. Their lives should mature, as they broaden their perspectives and gain new experiences.

But the enforcement of these principles, visions and hopes have faded away. As anywhere in India enforcement of factory and labour related laws are flouted around in Tiruppur, too. My informal talk with the Inspector of Factories reveals that if he books any case against anyone he will be punished as any honest Government employee is being punished. Atleast in Sivakasi, some

noise is being made about child labour. Even that is not being done in Tiruppur, till date. Child labour is not at all seen as a problem either by the parents or teachers or trade unionists' or the general public or by the enforcing authorities. It has become an accepted norm and become part of life. No one bothers about it.

STATUS OF PRIMARY EDUCATION:

A quick analysis of data collected from primary schools reveal that most of the schools lack adequate infrastructural facilities in terms of building, adequate learning space, teaching and learning equipments and so on. Our sample survey of schools reveal that in the high child labour incidence areas drop-out at the primary level is as high as 50%. In most of the schools teacher-student ratio is also very unfavourable.

ROLE OF TRADE UNIONS:

In Tamil Nadu, Coimbatore District is the place where Trade Unions are active in Textile and other allied industries. Same is the case in Tiruppur too. Leading Trade Unions are CITU, AITUC, INTUC, Hindu Mazoor Sabha and all other State level political parties Trade Unions. The unions are powerful and they have their own voice and strength. They are in a position to

dictate and decide on things with the management. The situation is such that the hosiery manufacturers have to take into account the possible Trade Union's strike (reaction) whenever they go for an agreement with the importers while taking bulk orders. But, it is unfortunate and sad that the child labour issue hasn't come under the purview of Trade Unions, till date. They are just blind to this issue. Having got so much of power, if Trade Unions are able to take up this issue of child labour in Tiruppur, they will be able to succeed in solving some of the problems of child labour.

STEPS TO BE TAKEN TO ERADICATE CHILD LABOUR

1. Since Child Labour has become an accepted norm, efforts should be made to create awareness about evils of child Labour and the need to protect childhood among parents, child labourers, employers, teachers, trade unionists, bureaucrats, administrators, legislators, lawyers, enforcement authorities, media persons and general public.
2. Compulsory, free, quality primary education should be strictly implemented. Learning should be made interesting and the infrastructure facilities of the schools should be developed. More fund allocation should be made for strengthening the primary education.

3. Child Labour should be replaced by adult labour. Implementation of Minimum Wages Act is very essential. Adult wages should be raised to a reasonable level.
4. More and more employment opportunities should be generated for adults. Employment Guarantee Scheme (EGS) should be implemented throughout the country.
5. Special financial assistance and Government schemes should be made available for families with working children to increase the family income level.
6. ENFORCEMENT OF LAW: Labour related laws such as child labour (prohibition and Regulation) Act 1986, Factories Act, 1948 and Minimum Wages Act 1986 should be strictly adhered to
 - i. Enforcement Authorities should be given more power
 - ii. Labour Department should be strengthened with more manpower.
 - iii. Amendments have to be made in the Child Labour (Prohibition and Regulation) Act, 1986 in order to make it more effective. Some of the suggestions
 - a. All employment of children below fourteen years should be declared hazardous since it interferes with children's education and denies their opportunities for healthy growth.

- b. Onus proof of date of birth/age should be on the employer. As in the case of Factories Act, it should be made mandatory for all employers to have a birth certificate and maintain registers, the need for a medical authority to certify should be dispensed with.
 - c. Regulation of employment of young persons between 15-18 years of age should be made.
 - d. 'Joint Task Forces' at district level consisting of eminent citizens, social workers and concerned officials of the Labour Department should be formed.
 - e. Setting up of 'flying squads' consisting of factory-inspectors, officials of other departments and members of the public with powers to collect spot fines and impose punishments.
 - f. Trade Unions and Non-governmental organisations should be empowered to carry out inspections and call for records.
7. N.G.Os should be invited to participate in policy, programmes and decision-making at the district, state and National levels.

8. Government should come forward to give more concessions and loan facilities to the units run without Child Labour. If there is a need these units should be supported with subsidy facilities etc..
9. Institutions like AEPC (Apparel Export Promotion Council) should promote more and more direct orders from foreign countries, even for smaller units. This will stop the contract system and the profit level will go up which will enable the unit owners to employ adults. This does n't suit to the greedy employers.
10. All political parties should take up the issue of Child Labour in their agenda and work towards eradication of child labour.
11. People should vote for parties which promise to take up the issue of child labour and eradicate it.
12. The media of this country should give utmost importance for the issue of child labour to protect the childhood and put an end to the shrinkage of human resources.

Late Prime Minister Jawaharlal Nehru told a gathering of scientists and educators in New Delhi a little while before death.

"Some people seem to think education is not so important as putting up a factory. I may sacrifice any number of factories, but I will not sacrifice human beings and their education because it is the human who sets up factories and produces the things we want".

"CHILD RIGHTS ARE HUMAN RIGHTS"

SAY NO TO CHILD LABOUR

IMPLEMENT FREE, QUALITATIVE COMPULSORY

PRIMARY EDUCATION

SAVE AND PROTECT CHILDHOOD

JOIN HANDS TO ERADICATE CHILD LABOUR.

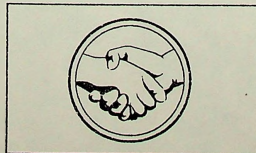
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ದುಡಿಯುಪ ಮಕ್ಕಳ ಸಮಾವೇಶ
ಮಕ್ಕಳ ತಂಡದ ನಾಯಕರಿಗೆ ಸೂಚನಾ ಪಟ್ಟಿ.

- ದಯವಿಟ್ಟು ತಾವು ಪ್ರಯಾಣಿಸುವ ವೇಳೆ ಮತ್ತು ಇತರಮಾಹಿತಿಗಳನ್ನು ಕಳುಹಿಸಿಕೊಡಿ. ಇದರಿಂದ ಅತ್ಯಗತ್ಯವಾದ ವ್ಯವಸ್ಥೆಗಳನ್ನು ಮಾಡಲು ಅನುಕೂಲವಾಗಬಹುದು.
- ತಮ್ಮ ಜೊತೆ ಬರುವ ಮಕ್ಕಳ ತಂದೆ-ತಾಯಿ ಪೋಷಕರ ಒಪ್ಪಿಗೆ ಪತ್ರವನ್ನು ಪಡೆದುಕೊಳ್ಳಿ.
- ಕಾರ್ಯಕ್ರಮದಲ್ಲಿ ಭಾಗವಹಿಸುವ ಮಕ್ಕಳ ಪಟ್ಟಿಯನ್ನು ಕಳುಹಿಸಿಕೊಟ್ಟರೆ ಒಳ್ಳೆಯದು. ಶಿಬಿರಗಳಲ್ಲಿ ತಂಡದಲ್ಲಿರುವ ಹೆಣ್ಣು ಮತ್ತು ಗಂಡು ಮಕ್ಕಳು ಒಟ್ಟಿಗೆ \ ಬೇರೆ ಬೇರೆಯಾಗಿರಲು ಇಚ್ಛಿಸುತ್ತಾರೆಯೇ ಎಂಬುದನ್ನು ತಿಳಿಸಿ.
- ಅಗತ್ಯಕ್ಕಿಂತ ಹೆಚ್ಚಿನ ಹಣವನ್ನು ತೆರದಿರುವುದು ಉತ್ತಮ ಹಾಗೂ ಯಾವುದೇ ಅಮೂಲ್ಯವಾದ ವಸ್ತುಗಳನ್ನು ಮಕ್ಕಳು ತೆರದೇ ಇರುವಂತೆ ಎಚ್ಚರವಹಿಸಿ.
- ದೊರೆಯಬಹುದಾದಂತಹ ಮಕ್ಕಳ ವೈದ್ಯಕೀಯವರದಿಯನ್ನು ತೆಗೆದುಕೊಂಡು ಬನ್ನಿ. ಸಾಧ್ಯಪಾದರೆ, ಪ್ರಯಾಣ ಆರಂಭಿಸುವ ಮೊದಲು ಮಕ್ಕಳ ವೈದ್ಯಕೀಯ ತಪಾಸಣೆಯನ್ನು ಮಾಡಿಸುವುದು ಒಳ್ಳೆಯದು. ಯಾವುದೇ ಮಗುವಿಗೆ ವಿಶೇಷವಾದ ಪಥ್ಯ ಅಥವಾ ಔಷಧಿಗಳನ್ನು ಸೂಚಿಸಿದ್ದಲ್ಲಿ ನಮಗೆ ಮೊದಲೇ ತಿಳಿಸಿದರೆ ಅನುಕೂಲ. ಮಕ್ಕಳ ಪ್ರಾಥಮಿಕ ಆರೋಗ್ಯ ಮಾಹಿತಿಯನ್ನು ಪಡೆದುಕೊಳ್ಳಲು ಪ್ರಯತ್ನಿಸಿ. (ಉದಾ. ರಕ್ತದ ಗುಂಪು)

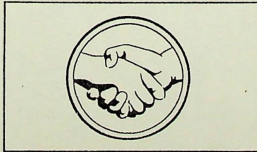
ಕಾರ್ಯಕ್ರಮದ ಬಗ್ಗೆ ಸೂಚನೆಗಳು:

- ಪತ್ರದಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ, ಇಲ್ಲಿಗೆ ಬರುವ ಮೊದಲೇ ರಾಷ್ಟ್ರೀಯ ಮಟ್ಟದ ಸಭೆಯಲ್ಲಿ ಹಾಗೂ ನಾಯಕತ್ವದ ಕಾರ್ಯಾಗಾರ ಮತ್ತು ಇನ್ನಿತರ ಕಾರ್ಯಕ್ರಮಗಳಲ್ಲಿ ಭಾಗವಹಿಸುವ ಪ್ರತಿನಿಧಿಯನ್ನು ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡಿದ್ದರೆ ಉತ್ತಮ.
- ನಿಮ್ಮ ಪ್ರದೇಶದ ಸ್ಥಳೀಯ ಹಾಡುಗಳಿ ದ್ವಿನಿ ಮುದ್ರಣ ಪ್ರತಿ ಹಾಗೂ ಸಂಗೀತ ಪಾಠ್ಯಗಳನ್ನು ತೆಗೆದುಕೊಂಡು ಬನ್ನಿ. ಬಾಲಕಾರ್ಮಿಕರ ಕುರಿತಾದ ಅಥವಾ ದುಡಿಯುವ ಮಕ್ಕಳ ಗುಂಪಿನ ಹಾಡುಗಳಿದ್ದಲ್ಲಿ ಬರೆದು ತಂದರೆ ಅದನ್ನು ಇತರ ಮಕ್ಕಳದೊಂದಿಗೆ ಹಂಚಿಕೊಳ್ಳಬಹುದು.
- ನಿಮ್ಮ ಪಟ್ಟಣ/ಹಳ್ಳಿಯ ಸಾಂಪ್ರದಾಯಿಕ ಉಡುಪಿನ ಒಂದು ಜೊತೆ ತಂದರೆ ಇಲ್ಲಿಯೂ ಕೂಡ ಪ್ರದರ್ಶಿಸಬಹುದು.
- ಮಕ್ಕಳು ವೇದಿಕೆಗೆ ಸಮೀಪದಲ್ಲಿ ಕುಳಿತುಕೊಳ್ಳುವಂತೆ ನೋಡಿಕೊಳ್ಳಿ.
- ಮಕ್ಕಳು ಸಾಂಸ್ಕೃತಿಕ ಕಾರ್ಯಕ್ರಮಗಳಲ್ಲಿ ಭಾಗವಹಿಸಬಹುದು.
- ನೀವು ಇಲ್ಲಿಗೆ ಬಂದ ಮೇಲೆ ನಿಮ್ಮ ಸುರಕ್ಷತೆ ಮತ್ತು ಉತ್ತಮ ವ್ಯವಸ್ಥೆಯ ಬಗ್ಗೆ ಭರವಸೆಯನ್ನು ಕೊಡುತ್ತೇವೆ.
- ಯಾವುದೇ ಸಮಯದಲ್ಲಾದರೂ, ನಿಮ್ಮ ಸಹಾಯಕ್ಕಾಗಿ ಸ್ವಯಂ ಸೇವಕರನ್ನು ಸಂಪರ್ಕಿಸಬಹುದು. ಸ್ವಯಂಸೇವಕರು ಕಳಕಾದುವ ಚಿಹ್ನೆಯಿರುವ ಬ್ಯಾಡ್ಜನ್ನು ಧರಿಸುತ್ತಾರೆ.



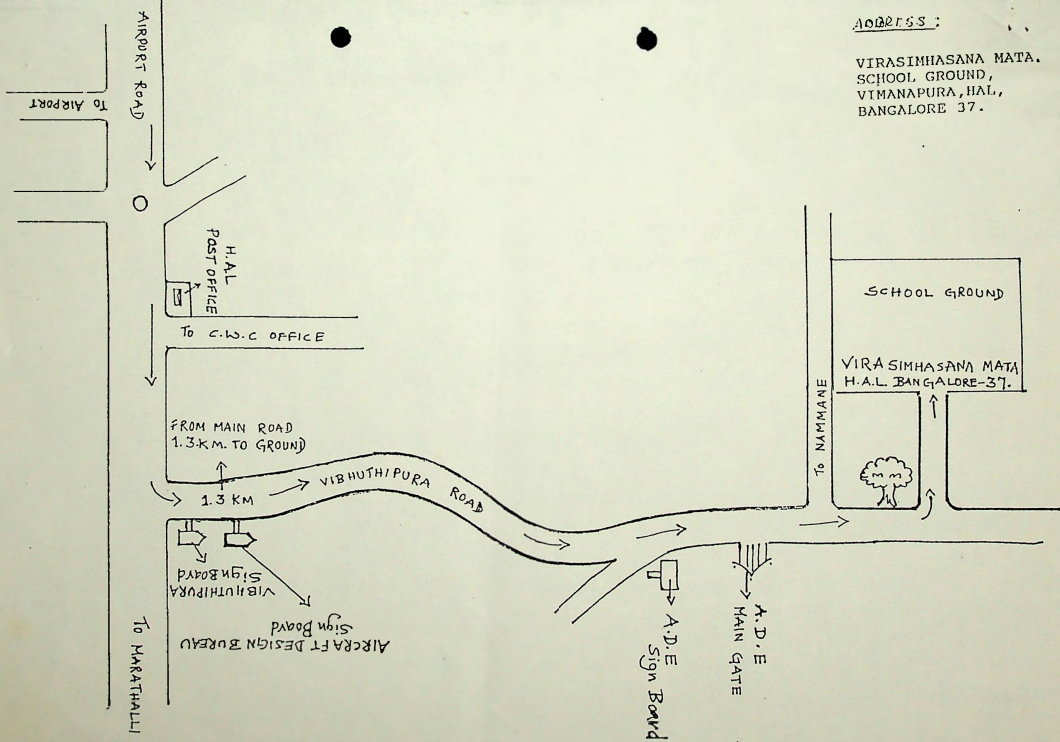
ಭಾಗವಹಿಸುವ ಮಕ್ಕಳಿಗಾಗಿ

- ನೀವು ಬರುವ ಸ್ಥಳದಿಂದ ಸದ್ದು ಕಲ್ಲು, ಸ್ವಲ್ಪ ನೀರು, ಹಾಗೂ ಮದ್ದನ್ನು ತೆಗೆದುಕೊಂಡು ಬನ್ನಿ. ಇದನ್ನು ಎಲ್ಲಾ ಮಕ್ಕಳು ಸೇರಿ, ಒಟ್ಟಾಗಿ ಸೇರಿ ರಚಿಸಲಿರುವ ಪ್ರತಿಯು ರಚನೆಗೆ ಬಳಸಿಕೊಳ್ಳಲಾಗುವುದು.
- ಒಂದು ಹಿಡಿ ಅಕ್ಕಿ, ಬೇಳೆಯನ್ನು ತೆಗೆದುಕೊಂಡು ಬನ್ನಿ.
- ನಿಮ್ಮ ಗುಂಪು ಸಂಘಟನೆಗೆ ದ್ವಜವಿದ್ದರೆ, ಅದನ್ನು ತೆಗೆದುಕೊಂಡು ಬನ್ನಿ. ಸಮಾವೇಶ ನಡೆಯುವ ಸ್ಥಳದಲ್ಲಿ ದ್ವಜವನ್ನು ಹಾರಿಸಲಾಗುವುದು. ನಿಮ್ಮದೇ ಆದ ದ್ವಜಗುರುತನ್ನು ಹೊಂದುವ ಆಸಕ್ತಿಯಿದ್ದಲ್ಲಿ ಅದಕ್ಕಾಗಿ ವಿಶೇಷವಾದ ಕಾರ್ಯಾಗಾರವನ್ನು ಆಯೋಜಿಸಲಾಗಿದೆ.
- ಸಾಧ್ಯವಿದ್ದಲ್ಲಿ ನಿಮ್ಮ ಪ್ರದೇಶದ ಸ್ಥಳೀಯ ಹಾಡುಗಳ ಧ್ವನಿ ಮುದ್ರಣ ಪ್ರತಿಯನ್ನು ಹಾಗೂ ಸಂಗೀತ ವಾದ್ಯಗಳನ್ನು ತೆಗೆದುಕೊಂಡು ಬನ್ನಿ. ಬಾಲಕಾರ್ಮಿಕರ ಕುರಿತಾದ ಅಥವಾ ದುಡಿಯುವ ಮಕ್ಕಳ ಗುಂಪಿನ ಹಾಡುಗಳಿದ್ದಲ್ಲಿ, ಬರೆದು ತನ್ನಿ, ಅದನ್ನು ಇತರ ಮಕ್ಕಳೊಂದಿಗೆ ಹಂಚಿಕೊಳ್ಳಬಹುದು.
- ಸಾಂಸ್ಕೃತಿಕ ಕಾರ್ಯಕ್ರಮಗಳಲ್ಲಿ ಭಾಗವಹಿಸಲು ಅವಕಾಶವಿದೆ. ಆದರೆ ದಯವಿಟ್ಟು ಮೊದಲೇ ತಿಳಿಸಿದರೆ ಅದಕ್ಕಾಗಿ ಸಮಯವನ್ನು ನಿಗದಿಪಡಿಸಬಹುದು.
- ಅಗತ್ಯಕ್ಕಿಂತ ಹೆಚ್ಚಿಗೆ ಹಣ ಹಾಗೂ ಯಾವುದೇ ಅಮೂಲ್ಯ ವಸ್ತುಗಳನ್ನು ತರಬೇಡಿ.
- ಸಾಧ್ಯವಿದ್ದಲ್ಲಿ ಹೊದಿಕೆ, ಟಾರ್ಚ್ ಮತ್ತು ನೀರಿನ ಬಾಟಲುಗಳನ್ನು ತರುವುದು ಒಳ್ಳೆಯದು.
- ಯಾವಾಗಲೂ ನಿಮ್ಮ ವಿಳಾಸ, ದೂರವಾಣಿ ಸಂಖ್ಯೆ ನಿಮ್ಮೊಂದಿಗೆ ಇರಲಿ. ಸಮಾವೇಶಕ್ಕೆ ಬಂದ ನಂತರದಲ್ಲಿ ನಮ್ಮ ವಿಳಾಸವನ್ನು ಕೊಡುತ್ತೇವೆ. ಅಗತ್ಯವಿದ್ದಲ್ಲಿ ಸಂಪರ್ಕಿಸಬಹುದು.
- ನೀವು ಇಲ್ಲಿಗೆ ಬಂದ ಮೇಲೆ ನಿಮ್ಮ ಸುರಕ್ಷತೆ ಮತ್ತು ಉತ್ತಮ ವ್ಯವಸ್ಥೆಯ ಬಗ್ಗೆ ಭರವಸೆಯನ್ನು ಕೊಡುತ್ತೇವೆ. ಯಾವುದೇ ಸಮಯದಲ್ಲಾದರೂ, ನಿಮ್ಮ ಸಹಾಯಕ್ಕಾಗಿ ಸ್ವಯಂ ಸೇವಕರನ್ನು ಸಂಪರ್ಕಿಸಬಹುದು. ಸ್ವಯಂ ಸೇವಕರು ಕೆಳಭಾಗದಲ್ಲಿ ಕಾಣುವ ಚಿತ್ರೆಯಿರುವ ಬ್ಯಾಡ್ಜನ್ನು ಹಾಕಿಕೊಂಡಿರುತ್ತಾರೆ.



ADDRESS :

VIRASIMHASANA MATA.
SCHOOL GROUND,
VIMANAPURA, HAL,
BANGALORE 37.



AIRPORT ROAD

To Airport

H.A.L.
POST OFFICE

To C.W.C. OFFICE

FROM MAIN ROAD
1.3 KM. TO GROUND

1.3 KM

VIBHUTHIPURA ROAD

AIRCRAFT DESIGN BUREAU
Sign Board
VIBHUTHIPURA
Sign Board

To MARATHALLI

A.D.E.
Sign Board

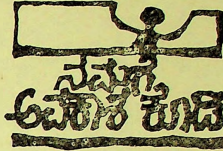
A.D.E.
MAIN GATE

VIMANAPURA

SCHOOL GROUND

VIRASIMHASANA MATA
H.A.L. BANGALORE-37.

ದುಡಿಯುವ ಮಕ್ಕಳ ಚಳುವಳಿ



'ಭೀಮಸಂಘ' ಎಂದರೆ ದುಡಿಯುವ ಮಕ್ಕಳ ಸಂಘ. ನಮ್ಮ ಸಮಸ್ಯೆಗಳನ್ನು ಪರಿಹರಿಸಲು ಹಾಗೂ ನಾವು ಸ್ವಾವಲಂಬಿಗಳಾಗಲು ನಮ್ಮದೇ ಆದ ಸಂಘವನ್ನು ಕಟ್ಟಿಕೊಂಡಿದ್ದೇವೆ. ಈ ಸಂಘದ ಮೂಲಕ ನಮಗೆ ಬೇಕಾದ ಓದು, ಬರಹ, ಮೂಹಿತಿ, ತರಬೇತಿ ಪಡೆದು ಸ್ವಂತಗಳೆಯ ಉದ್ಯೋಗವನ್ನು ಮಾಡುತ್ತಿದ್ದೇವೆ. ನಮ್ಮ ಬಗ್ಗೆ ಮಾತ್ರ ಅಲ್ಲದೇ ಬೇರೆ ಬೇರೆ ಕಡೆಗಳಲ್ಲಿ ಅನ್ಯಾಯಕ್ಕೊಳಗಾದ ದುಡಿಯುವ ಮಕ್ಕಳ ಬಗ್ಗೆ ಕೂಡ ನಾವು ಕಾಳಜಿ ವಹಿಸಿ ನ್ಯಾಯ ದೊರಕಿಸಲು ಶ್ರಮ ಪಡುತ್ತಿದ್ದೇವೆ. ದುಡಿಯುವ ಮಕ್ಕಳಿಗೆ ಸಿಗಬೇಕಾದ ಹಕ್ಕುಗಳು, ಸೌಲಭ್ಯಗಳು ಹಾಗೂ ಅವಶ್ಯವಿರುವ ಕಾನೂನುಗಳು ಜಾರಿಯಲ್ಲಿ ಬರಬೇಕೆಂದು ನಾವೆಲ್ಲರೂ ಸರ್ಕಾರ ಹಾಗೂ ಜನರ ಗಮನಕ್ಕೆ ತರಲು ಪ್ರಯತ್ನಿಸುತ್ತಿದ್ದೇವೆ.

ನಮ್ಮಂತೆಯೇ ಎಷ್ಟೋ ದುಡಿಯುವ ಮಕ್ಕಳಿಗೆ ಯಾವುದೇ ರೀತಿಯಲ್ಲಿ ಮಕ್ಕಳಿಗೆ ಸಿಗಬೇಕಾದ ಸಹಜ ಬಾಲ್ಯ ಇಲ್ಲ. ಇರುವ ಕಾನೂನು ಕೂಡ ಸರಿಯಾಗಿ ಜಾರಿಗೆ ಬಾರದೆ ಅವರಿಂದ ನಮಗೆ ಯಾವ ರೀತಿಯ ಬೆಂಬಲವೂ ದೊರೆಯುತ್ತಿಲ್ಲ. ದಡ್ಡಾಳಿಕೆ, ಹಿಂಸೆ, ಅನಾಡೋಗ್ಯ, ಮಾಲೀಕರ ತೊಂದರೆ, ಬಡತನ ಮತ್ತು ವಲಸೆ ಸಮಸ್ಯೆ, ಕಾಟಂಬದ ಪ್ರೀತಿಯಿಂದ ವಂಚಿತರಾಗುವುದು.... ಹೀಗೆ ಅನೇಕ ರೀತಿಯ ಸಮಸ್ಯೆಗಳನ್ನು ಪ್ರತಿಯೊಂದು ದುಡಿಮೆಯ ಮಗುವೂ ಎದುರಿಸುವುದು ಅನಿವಾರ್ಯವಾಗಿದೆ.

ಪ್ರತಿ ಹೀಗಿರುವಾಗ ಯಾವುದೇ ಒಂದು ಗಂಪಿನಿಂದ ಸಮಸ್ಯೆಯ ನಿವಾರಣೆ ಆಸಾಧ್ಯ. ಇದಕ್ಕೆ ಪಕ್ಕಿ, ತಾಲ್ಲೂಕು, ರಾಜ್ಯ, ರಾಷ್ಟ್ರ ಹಾಗೂ ಅಂತರರಾಷ್ಟ್ರೀಯ ಮಟ್ಟದಲ್ಲಿ ಮಕ್ಕಳು ಸಂಘಟಿತರಾಗುವುದು ತುಂಬಾ ಅವಶ್ಯವಿರುವುದು ನಮ್ಮ ಅನುಭವದಿಂದಲೇ ಕಂಡುಕೊಂಡಿದ್ದೇವೆ. ಇದರ ಪರಿಣಾಮವೆ: 'ದುಡಿಯುವ ಮಕ್ಕಳ ಚಳುವಳಿ'. ನಮ್ಮ ಸಮಸ್ಯೆಗಳಿಗೆ ಪರಿಹಾರ ಕಂಡುಕೊಳ್ಳಲು ಸಮಾಜದ ಎಲ್ಲರನ್ನೂ ಸೇರಿಸಿಕೊಳ್ಳಬೇಕೆಂಬ ಉದ್ದೇಶವೇ ಈ ಚಳುವಳಿಯ ಹುಟ್ಟು. ಪರಿಹಾರ ಸಿಗುವವರೆಗೂ ಈ ಚಳುವಳಿ ಮುಂದುವರಿಯುತ್ತಲೇ ಇರುತ್ತದೆ.

ಇದು ಕಾರ್ಯಕ್ರಮಗಳು ಪೂರ್ವ ತಯಾರಿಗಾಗಿ ನಾವು ಇತರ ಮಕ್ಕಳ/ದೊಡ್ಡವರ ಗಂಪುಗಳನ್ನು ಸಂಪರ್ಕಿಸಿ, ವಿಷಯಗಳನ್ನು ಹಂಚಿಕೊಳ್ಳುತ್ತಿದ್ದೇವೆ. ಈ ಸಮಸ್ಯೆ ಇರದ ಇತರ ಮಕ್ಕಳು ಹಾಗೂ ಸಮುದಾಯದವರಿಗೆ ಈ ವಿಷಯ ತಿಳಿಸಿ ಅವರೂ ಕೂಡ ಇದರಲ್ಲಿ ಭಾಗವಹಿಸುವಂತೆ ಮಾಡುವ ಪ್ರಯತ್ನ ನಮ್ಮದು. ಈಗಾಗಲೇ ನಾವು ಈ ಕೆಲಸವನ್ನು ಪ್ರಾರಂಭಿಸಿದ್ದೇವೆ.

ಏಪ್ರಿಲ್ 30 ದುಡಿಯುವ ಮಕ್ಕಳೆಲ್ಲರ ದಿನ. ಆ ಸಂದರ್ಭದಲ್ಲಿ ನಾವು ನಮಗೆ ಸಿಗಬೇಕಾದ ಹಕ್ಕು ಮತ್ತು ಸೌಲಭ್ಯಗಳನ್ನು ಪಡೆದುಕೊಳ್ಳಲು ಪ್ರತಿ ವರ್ಷವೂ ಸರ್ಕಾರ ಮತ್ತು ಸಮಾಜದವರು ನಮ್ಮ ಬೇಡಿಕೆಗಳನ್ನು ಇಡುತ್ತಲೇ ಬಂದಿದ್ದೇವೆ. ಆದರೆ ಸರ್ಕಾರ ಮತ್ತು ಸಮಾಜ ನಮಗೆ ನೀಡಬೇಕಾದ ಗಮನ ನೀಡಿಲ್ಲ. ಇದು ತುಂಬಾ ನೋವಿನ ವಿಷಯ. ಹಾಗಾಗಿ ನಾವು ಈ ಬಾರಿ ಹಳ್ಳಿ ಪಟ್ಟಣಗಳ ದುಡಿಯುವ ಮಕ್ಕಳು ಒಟ್ಟಾಗಿ ದೊಡ್ಡವರ ಜೊತೆ ಒಟ್ಟಾಗಿ ಪರಿಹಾರಗಳನ್ನು ಕಂಡುಕೊಳ್ಳಲು ಪ್ರಯತ್ನಿಸುತ್ತಿದ್ದೇವೆ.

ಐದು ದಿನ ಬೆಂಗಳೂರಿನಲ್ಲಿ ಬೇರೆ ಬೇರೆ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ಹಮ್ಮಿಕೊಂಡಿದ್ದೇವೆ. ಇದರಲ್ಲಿ ನೀವು ಮತ್ತು ನಿಮ್ಮೊಂದಿಗೆ ಸಂಪರ್ಕವಿರುವ ಮಕ್ಕಳು ತಕ್ಷಣ ಸಂಖ್ಯೆಯಲ್ಲಿ ಬಂದು ಭಾಗವಹಿಸಬೇಕು.

ಇದರೊಂದಿಗೆ ವಿವಿಧ ಕಾರ್ಯಕ್ರಮಗಳು, ಪ್ರದರ್ಶನಗಳು, ಶಿಬಿರಗಳು ಮತ್ತು ಬೇರೆ ಬೇರೆ ಹಂತಗಳಲ್ಲಿ ಮಕ್ಕಳ ಸಭೆಗಳೂ ನಡೆಯುತ್ತವೆ. ಇದರಲ್ಲಿ ಏಷ್ಯಾ, ಆಫ್ರಿಕಾ ಮತ್ತು ಲ್ಯಾಟಿನ್ ಅಮೇರಿಕಾದ ದುಡಿಯುವ ಮಕ್ಕಳ ಪ್ರತಿನಿಧಿಗಳೂ ಭಾಗವಹಿಸುತ್ತಾರೆ.

25-4-96 : ದುಡಿಯುವ ಮಕ್ಕಳ ರಾಜ್ಯಮಟ್ಟದ ಚಳುವಳಿಯ ಪ್ರಾರಂಭೋತ್ಸವ.

26-4-96 ಮತ್ತು 27-4-96 : ದುಡಿಯುವ ಮಕ್ಕಳ ರಾಜ್ಯ ಮಟ್ಟದ ಸಮಾವೇಶ.

28-4-96 ಮತ್ತು 29-4-96 : ಏಷ್ಯಾ ಮಟ್ಟದ ದುಡಿಯುವ ಮಕ್ಕಳ ಸಭೆ.

ಈ ಬೃಹತ್ ಕಾರ್ಯಕ್ರಮದಲ್ಲಿ ನೀವೆಲ್ಲರೂ ನಮ್ಮೊಂದಿಗೆ ಇದ್ದು, ಇದನ್ನು ಯಶಸ್ವಿಯಾಗಿ ನಡೆಸಲು ಸಹಕರಿಸುತ್ತೀರೆಂದು ನಂಬಿದ್ದೇವೆ.

ಭೀಮಸಂಘದ ಮಕ್ಕಳು

ಸಂಪರ್ಕ ವಿಳಾಸ : * ದಿ ಕನ್ಸರ್ನ್ಸ್ ಫಾರ್ ನರ್ಕಿಂಗ್ ಚಿಲ್ಡ್ರನ್ (ಸಿ.ಡಬ್ಲ್ಯೂ.ಸಿ.) 303/2, ಎಲ್.ಬಿ.ಶಾಸ್ತ್ರಿನಗರ, ವಿಮಾನಪುರ ಅಂಚೆ, ಬೆಂಗಳೂರು-560 017. ಫೋನ್ : 5272111, 5275258

* ಗ್ರಾಮ.ಶ್ರ.ಮ., ಮಂಡಿಕೇರಿ, ಬಸ್ಸೂರು, ದಕ್ಷಿಣ ಕನ್ನಡ-576211

PeaceQuest Karnataka Foundation

WORKSHOP ON
HUMAN RIGHTS

TOPICS

**DOWRY SYSTEM
LITERACY
CHILD LABOUR**

Saturday 3rd December 1994

**THE MYTHIC SOCIETY HALL
NRUPATHUNGA RD. BANGALORE - 560002**

PROGRAMME : Saturday 3rd December '94

- 8.50 am Registration of Participants
- 9.30 am Invocation by Ujjval Vidyalaya Students
- 9.35 am Welcome address
by the President of PeaceQuest Karnataka
Ms. Hemalata Mahishi
- 9.40 am Keynote address by *Justice H.G. Balakrishna*
(Retd. Judge, Karnataka High Court)
- 10.15 am **TEA BREAK**
- 10.30 am **Dowry System**
Speaker : *Ms. Donna Fernandes* from
VIMUCHANA
- 10.50 am A real life experience
- 11.00 am **Literacy**
Speaker : *Dr. A.S. Seetharamu* from
I.S.E.C.
- 11.30 am **Child Labour**
Speaker: *Ms. Caroline Wesley* from (CWC)
CONCERNED FOR WORKING CHILDREN
- 11.50 am A real life experience
- 12 noon Slide Show on Child Labour by
Dr Vasundhra

12.15 - 1.15 pm

LUNCH BREAK

1.15 pm

Skit on Child Labour by M.E.S. Teachers College
Quest Club representatives

1.30 pm

GROUP DISCUSSION
Separate Group Discussion on
the three different topics.

2.30 pm

TEA BREAK

2.45 pm

Presentation of Group discussion :
Dowry, Child Labour and Literacy

3.45 pm

Vote of Thanks.

SPONSORS

The Management of *PeaceQuest* Karnataka Foundation thanks the following for their very generous contributions made towards sponsoring this Workshop

Mr. D.K Chowta, Managing Director of PC Exports Pvt. Ltd.

Mr. Rajesh Jain.

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Addresses :

PeaceQuest/Karnataka, 102, Royal Residency, Block II, No.8 Brunton Rd.,
Bangalore - 560025. Ph. 5582127 Fax : 5582772

PeaceQuest/Sweden, Lundagatan 56, 117 27 Stockholm,
+46 8 6697520, Fax+46 8 849 016

PeaceQuest International

The Global *Quest* Club project aims to empower students and educators to work for a healthy and peaceful future. By promoting the youth to Act Locally and Think Globally, it gives an opportunity to change one's surroundings in a global context. *Quest* Clubs seek to cooperate actively with partner Clubs in different countries giving their grassroots initiative a truly international character.

The Head office was set up in Stockholm (Sweden) in 1983 and as the Movement grew, offices were set up in Washington DC(USA), Riga (Latvia), Bangalore (India) and in the near future an office will be set up in Lusaka (Zambia)

The first Peace*Quest* Tour was conducted in 1988 with participants from Sweden, Russia and the United States. The Tour visited the decision makers in all the three countries with the message of peace and cooperation in the ongoing Cold War.

PeaceQuest Karnataka

In May 1994 Mr Valentin Seveus one of the founders of Peace*Quest* (established in Sweden in 1983) came to Bangalore to set up the first Peace*Quest* office in India. Thus the Peace*Quest* Karnataka Trust was formed. Mrs Hemalata Mahishi, a leading advocate, is its Founder President.

The *Quest* Movement in Karnataka has focussed on six colleges. These are: Acharya Women's 1st Grade College (Gauribidanur), Al-Ameen College, M.E.S. Teacher's College, St Joseph's College of Commerce, Ujjval Vidhyalaya (Whitefield) and Vidya Vardhaka Sangha. Various activities such as debates, quiz, skits, discussions, surveys and poster campaigns have been conducted by these Clubs.

The progress of the movement will be evaluated regularly and further expansion will then be planned.

The organisation has a newsletter called Shanthi *Quest*, the first edition of which was published in November 1994.

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Join the Campaign Against Child Labour

Central Secretariat, C/o RLHP, Udayagiri P.O., Mysore - 570 019.
Karnataka



Join the **Campaign** **Against Child Labour**

Central Secretariat, C/o RLHP, Udayagiri P.O., Mysore - 570 019.

A booklet on child labour and CACL prepared by Central Secretariat.

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Join the Campaign
Against Child Labour

Central Secretariat, C/o RLHP, Udayagiri P.O, Mysore - 570 019

Child labour - the national scenario

Child labour is an existing and growing phenomenon. You will find a child working near you, wherever you are. You may cite several reasons for their economic exploitation and abuse. But the fact remains that the rights of the child are violated every moment. Children are not only tomorrow's citizens; they are today's citizens too! Child labour cannot be justified in any manner as it is a crime committed against a child. Child labour includes children prematurely leading adult lives, working with or without wages, under conditions damaging to their physical, mental, social, emotional and spiritual development, denying them their basic rights to education, health and development. Any child out of school is a potential child labourer.

India has got the dubious distinction of employing the largest number of children in the world. According to the NSS survey (NSSO 55th Round) results there are around 10.23 million child labourers in India. CACL does not consider this figure to be accurate due to definitional problems like the exclusion of children's work in the age group below five and between fifteen and eighteen. Again, children engaged in household activities are not adequately enumerated. Multiplicity of definitions, no uniformity of age of child, different sources of data and exclusion of several sectors like domestic work and

agriculture amount to the reduced number of child labourers rather than the actual number.

About 77.2% of the 402 million workers in India are in rural areas and more than 73% engage in agriculture and related activities. It is an established fact that the structure of production is indeed a good indicator of child labour; the greater the weight of traditional agriculture in the economy, the higher the incidence of child labour. This structural characteristic is overwhelmingly true for child workers because in the organized manufacturing enterprises child labour does not exist.

The context is observed in agriculture and related activities, household work, construction, beedi making, mining and quarrying, brick kilns etc. This constitutes the largest chunk.

India promulgated the Child Labour (Prohibition & Regulation) Act in 1986. Despite strong interventions by the Supreme Court, convictions have taken place only in a very few cases based on violations of the provisions of the Act. CACL considers the provisions of the Act inadequate because it makes an artificial distinction between hazardous and non-hazardous sectors and legally permits child labour in so called non-hazardous sectors.

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India is a signatory to the CRC and the laws should be framed keeping in mind the best interests of the child. A child is defined as anyone below the age of 18 years in the CRC. From field experiences, CACL has come to the conclusion that all children have the right to equal

education in regular schools. Non - formal education or alternative schools suffer from poor quality, discrimination in the provision of opportunities, and reinforce prejudices and value judgements. When practiced by the State, non-formal and alternative schools become easy ways to escape responsibilities. Budget allocation is a measure of any government's commitment to education. Government of India allocates only 3% of its budget to education and .3% to primary education.

Child labour is denial of childhood. It is denial of child rights too! Children are eligible for the right to protection, right to survival, right to development, right to participation as the United Nations guarantees in its convention on the rights of child in 1989. These little ones undergo the worst conditions during their working life. It is applied to almost all the sectors. They are found in large numbers in sectors like diamond cutting, gem polishing, powerloom, carpet weaving, lock making, brassware, match and fireworks, glass, sericulture, garments, silk weaving, zari, handlooms and handicrafts, cotton, hosiery, hotels, garages, slate, slate pencil, beedi, circus, rope making, construction etc. Some of the pernicious characteristics of toiling children are: opportunity for the formal education is completely negated; Children as young as six years work; Employers/agents often pay an advance to the parents of these children which is adjusted against their nominal wages or not paid at all. Often their conditions are that of bonded labour and even technically they are covered by the definition of Bonded Labour under Section 2(g) of the Bonded Labour System (Abolition) Act, 1976; Large number of children are known

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to be trafficked; They are forced to work for low wages or no wages; The hours of work are never regulated as a result of which these children have to start work as early as 5.00 in the morning and continue to work beyond 11.00 at night; They hardly get rest hours and holidays; They hardly get time and opportunity for recreation and play; Children are under the control of the employer. All through the 24 hours, everyday of their working life, they are at the employers' beck and call; These children are forced to live with extremely deplorable and congested inhuman conditions with no basic amenities like toilet, drinking water and sleeping facilities and no provision for adequate food and health care; The lack of hygiene at the work place (which is same as living place) results in multiple health hazards to the children; They are targets of torture and objects of extreme physical violence; These children are subjected to sexual molestation, harassment and rape; The girl children are more vulnerable to such abuses.

The health risks for child labourers are chronic bronchitis, tuberculosis, asthma, eye defects, burns, stunted growth, spinal problems, accidents, silicosis, infectious diseases, skin diseases, dermatitis, sexually transmitted diseases etc. Many deaths (murders!) of child labourers have been reported in several parts of the country for menial causes. But punishment of the employers is a rare phenomenon. The range of employers includes doctors, engineers, teachers, professors, lawyers, high-ranking officials, police officials and politicians! The children are employed in their houses to do the domestic chores without having any specified working hours for a



nominal sum. During the working hours, the child does undergo the torture, harassment and abuse by the employer or the members of the family. Since domestic sector does not come under the prohibition part of the law, it is considered as child protection in public! But, the government employees are prohibited from employing children under the age of 14 as domestic workers as per the All India Services (Conduct) Rules, 1967. Any violation of this rule will attract penalty on the employees. Though this is a ray of hope, it is hardly implemented and monitored.

About Campaign Against Child Labour

Campaign Against Child Labour is a national network launched in 1992, initially with a few organizations. It grew over the years and presently consists of over 6000 anti-child labour groups spread over 16 states in India. CACL has established state units in 13 states and the networking process is in various stages in 4 other states. Active women's groups, trade unions, academic institutions, media agencies, child rights and human rights organizations, research bodies, corporate houses, student volunteers and eminent citizens constitute an integral part of the campaign. The ultimate goal is to broadbase the campaign to include various concerned groups and individuals and make it a people's campaign.

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CACL is against all manifestations of child labour, in any occupation or processes of all sectors of work including the formal, informal, organized, unorganized, with or without wages, within or outside the family. CACL does not accept the classification of hazardous and non

hazardous sectors in the CLPRA 1986, as all forms of labour are hazardous and detrimental to their development.

CACL aims to bring together groups, individuals and organizations to work collectively towards eradication of child labour and restoration of child rights. Initially, the focus of CACL was solely on the eradication of child labour. But over the years the scope of CACL activities has broadened to address the issue of child rights and human rights.

Aims & Objectives of CACL

- CACL aims at immediate and total eradication of child labour and ensuring fundamental right to education for all children up to 18 years.
- Create mass awareness and mobilize public opinion against child labour.
- Pressurise the Government to evolve a comprehensive policy for eradication of child labour.
- Ensure that the Government introduces and passes legislations in the spirit of the UN Convention on the Rights of the Child.
- Reviewing national policies and legislations on child labour, ensuring strict implementation of existing child labour laws
- Direct intervention in cases of violations of child rights and abuse of child labourers, in the form of fact finding and litigation

- Putting forth strategies and alternatives for rehabilitation of working children.

Structure of CACL

CACL is a national network with a presence in over 16 states. The organizational hierarchy of CACL is loosely structured to avoid bureaucratic impediments.

The Executive Committee consists of the Convenors of the State Secretariat. The EC is responsible for carrying on the programmes and policies of CACL. The EC meets once in six months and reviews implementation of programmes and policies

National Coordination Committee: The National Coordination Committee (NCC) consists of the State Convener, State Coordinator and 4 active members of State CACL. The NCC is the supreme authority to decide the policies and programmes of CACL. The NCC meets once in 9 months and decides on the policies and programmes and devises an action plan for the current year.

Central Secretariat: The coordination of national programmes and activities is the responsibility of the Central Secretariat. The Central Secretariat implements the mandate given by the National Coordination Committee. The Central Secretariat is hosted by a CACL member organization and is shifted every three years.

Advocacy Unit: The Advocacy Unit is responsible for advocacy and lobbying at the national level. The Advocacy Unit is also shifted once in three years.

Advisory Board : CACL also has an advisory Board, which consists of eminent persons from different walks of life who offer advice from time to time on broader issues and provide direction to the campaign.

State Secretariat: Each state has a core committee which elects the State Convenor. A co-convenor can also be elected. The state can have a separate advocacy unit or it can be combined with the State secretariat. The State Core Committee consists of the Convenors from the District Secretariats of the State.

CACL activities and interventions

CACL has submitted recommendations and influenced policy decisions of the Government.

II National Labour Commission : Recommendations on the measures to eliminate child labour were formulated and submitted to the II National Labour Commission at the national level. State secretariats in some of the states also submitted state recommendations.

Planning Commission : CACL conducted two consultations - southern and northern on "Vulnerable children - Approach paper to the Tenth Five Year Plan". The consultations helped in evolving a set of recommendations to be included in the Tenth Five Year Plan, which was submitted to the Planning Commission.

ILO : CACL, in partnership with trade unions intends to participate and express its views on child labour in the International Labour Conference. This will influence the policies of the Government. A social audit on 15 years of interventions on child labour was organized by CACL

and other Trade unions in November 2001 at New Delhi, in this regard.

- At the state level, CACL state secretariats have influenced state government policies. The Karnataka Government launched the Action Plan for elimination of child labour, the formulation of which was assisted by CACL-K. Tamil Nadu submitted a Children's Manifesto to all the electoral candidates during the assembly elections, demanding their rights. CACL-Bihar also submitted its recommendations to the National Labour Commission. Children's Parliament was organized by CACL-Orissa

- CACL organized a national consultation on the proposed 93rd Amendment Bill, 2001 in which major networks, NGOs and child rights groups from various parts of the country took part. A common position and an alternate Bill evolved, which will form the basis of our advocacy efforts. CACL has mounted a strong campaign to influence the MPs and ensure that the Bill is passed with positive changes. Now, the Bill has received the President's assent and CACL will take an active role in monitoring the implementation and influencing legislations by the States.

- CACL organized a national consultation on child labour in hotel and domestic sectors and submitted recommendations to the Ministry of Labour and Dept of Women and Child Development to prohibit child labour in both the sectors.

CACL has intervened directly in a number of individual cases of child rights violations

- Sivamurugan was beaten to death at Vani, Maharashtra in 1993. CACL fought this case and his employer paid a compensation of Rs.1,00,000/- to his family.
- 4 children died in a fire in Arun Kumar Match factory in Tamil Nadu. The employer was forced to pay a compensation of Rs.50,000/- to each victim's family.
- Sumitra was made to work as a domestic help by the Mrs. Vimlabhai Deshmukh, a former minister in the Karnataka State Government. She was taken from Sumangali Ashram in Bangalore on the assurance that she would be adopted. CACL intervened and released the girl.
- A small girl working in a Tirupur hosiery unit had her scalp peeled off when her hair caught in an overlocking machine. CACL helped in filing a case and the Court ordered the employer to pay a compensation of over Rs.2,00,000/- to the family.

Interventions in various sectors where child labour is endemic include,

- Public Interest Litigation was filed to release and rehabilitate the children in cotton and sericulture industry in Karnataka
- Campaign against fireworks to highlight the plight of children in the fireworks manufacturing industry in Sivakasi.

- Campaign against the textile industry to expose the employment of child labourers in Tirupur of Tamil Nadu.

Some of our interventions have evoked tremendous response within the community and have proved successful. See some Instances:

- CACL - Bihar campaigned actively against child labour in Bihar and this led to the establishment of Child Labour Commission. This is a joint initiative of CACL and the Women and Child Welfare department.

- The Karnataka government launched an Action Plan for elimination of child labour, which was formulated with the assistance of CACL - Karnataka.

- Because of CACL's lobbying, many state government schemes have been launched to prevent child labour.

- CACL is motivating the Government to remove the distinction between hazardous and non-hazardous sectors and ban employment of children in all sectors.

- CACL's advocacy has resulted in 25% reservation in all Government hostels for released child labourers. This facility was very essential in the rehabilitation of the released child labourers.

- According to Supreme Court ruling in 1996 special schools for child labourers was set up. A special task force was formed to release the child labourers. After CACL's intervention, the task force recommended that the district officers be conferred the powers of a Labour Inspector.



International treaties and Conventions

UN Convention on the Rights of the Child (CRC)- 1989: India signed for CRC in 1992 and became one among the 192 signatory countries to CRC. CACL subscribes to all the articles of CRC and considers it as a major international initiative in order to protect the rights of millions of marginalized children. CACL recognizes this as one of the most important tools for lobbying and advocacy with Government.

Although India ratified the CRC, the unfortunate fact is that attempts have not been made by the government to implement the provisions of it in the country. Seven alternate country reports by different NGOs and networks including CACL were submitted to the UN in 1997. Every country that has ratified CRC has to submit the country report once in five years. There is a provision for the NGOs to submit their alternate reports to the UN. CACL had submitted the first alternate report to the UN and is planning to submit the second alternate report after the India Country report is presented to the UN. CACL in its campaign to eradicate child labour, popularizes the CRC in its working areas. Whenever the documents or recommendations are submitted to the Government, CRC provisions are quoted to make it obligatory to the cause of children.

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Conventions 138 and 182 of ILO

International Labour Organisation, which is a tripartite body consisting of governments, employers and trade unions, has come up with major conventions in order to

eradicate child labour. India has till now ratified only six conventions. Convention 138 which has made recommendations on minimum wage and Convention 182 which is on worst forms of child labour have not yet been ratified by India. CACL intends to intensely lobby and pressurize the Government to sign these conventions relating to child labour.

Nai Subah - National event on girl child labour

CACL is now putting effort to bring the national focus on the plight of girl children by organizing a national event on girl child labour named as "Nai Subah" on March 5-7, 2003 at Mysore, Karnataka. CACL had organized the National convention of child labourers and Public hearing earlier in 1994 at Chennai and in 1997 at Delhi. The Mysore event will be the third in the series. 1200 girl child labourers working in various sectors from 20 states will be participating in this event. A national event focusing on girl child labour is an attempt to provide a common platform to share the experiences of persons involved with these children at the grassroots level and also let the children speak up for themselves. It is the constant endeavour of CACL member organizations to eradicate child labour and restore rights to every child in the country. The issues of the girl child are critical and central to any child rights restoration. Many issues and concerns like infanticide, foeticide, declining sex ratio, health and education for the girl child, gender disparities, etc. have assumed alarming proportions. The plight of the girl child labourer, especially in hidden sectors like the domestic

sector, needs our immediate intervention. These events helped in creating awareness among the public and also exerting pressure on the Government to form policies and programmes to tackle the problem. The event presently planned will help keep up the pressure on the Government to immediately implement programmes for the rehabilitation of girl child labourers.

Why don't you join us?

It is our collective responsibility to take care of the other children as we care for our own children. Despite the fact that there are 120 schemes and programmes attached to 12 ministries and departments for the welfare of the children in this country, it is impossible to point out at least one successful venture. Though there are a variety of laws at the national and international levels, abuse and economic exploitation of children continue to be a constant phenomenon. The nexus of bureaucrats and employers conniving with the local politicians does enough harm to the proper implementation of existing laws on child protection. Our constitutional guarantees remain in the dusty shelves of judiciary, never reach to the toiling children.

Therefore campaigning against child labour is imperative both at the individual and organizational levels. It is to be done at the local as well as the national level. It is a struggle for regaining the rights of the child who has been denied them for all these years. While campaigning against child labour, we will have to address several other issues related to children. Since child is an integral part of the society, an integrated approach that encompasses



all the aspects needs to be adopted to remove the children from labour and ensure their rights. The Campaign Against Child Labour precisely does it in 16 states of the country and relentlessly works for a better tomorrow for the working children. You can join this campaign and strengthen it with your contributions in terms of cash, kind, time and skills. □

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Laws :

- Constitution of India
- Supreme Court/ High Court Judgments
- Child Labour (Prohibition & Regulation) Act, 1986
- Juvenile Justice (Care & Protection) Act, 2000
- Shops & Establishments Act
- Indian Penal Code (IPC)
- Criminal Procedure Code
- All India Services (Conduct) Rules
- The Children (Pledging of Labour) Act, 1933
- The Bonded Labour (Abolition) Act

Policies :

- National Policy for children 1974
- National Health Policy
- National Policy on Education, 1986
- National Policy on child labour (1987)
- National Nutrition Policy

International bindings :

- UN Declaration on the rights of the child, 1959
- UN Convention on the Rights of the Child, 1989
- ILO Conventions
- World Conference on education for all, 1990
- UN Millennium Declaration, 2000

On the Anvil :

- Policy charter on children
- National Commission on children
- Fundamental Right to Education
- Law Commission recommendations
- Domestic Workers Bill, 2001

SOME SCHEMES FOR CHILD PROTECTION

- National Child Labour Project (NCLP)
- International Programme on the Elimination of Child Labour (IPEC)
- Child Labour Cell
- National Authority for Elimination of Child Labour, 1994
- Grants to voluntary Agencies (Schemes of Ministry of Labour)
- Central Adoption Resource Agency
- Scheme for assistance to Homes for infants and young children for promoting in- country adoption.
- Scheme of prevention and control of Juvenile Social maladjustment
- Integrated Programme for Street Children
- Services to children in need of care and protection (Schemes of Ministry of Social Justice and Empowerment)

Education Schemes

Elementary & Secondary

- DPEP - 1994
- Midday Meal Scheme August 15, 1995
- Operation Black Board 1987 - 88 (Expanded in 1993-94)
- NFE -1979-80 (25 states)
- Lok Jumbish -Rajasthan 1991-92 (People's movement for Education for all)
- Shiksha Karmi Project 1987 - Rajasthan
- Mahila Samakhya - 1989
- National Bal Bhavan
- Integrated Education for the Disabled 1974
- Education Technology Program
- Scheme on Education Concession for children of parents killed/ disabled in armed conflict.
- Education concession for Tibetan Refugee children.
- Sarva Shiksha Abhiyaan



HEALTH RISKS FOR CHILD LABOURERS - General

Beedi Rolling	: Chronic bronchitis, TB
Glass Industry	: Asthma, bronchitis, TB, eye defects, burns
Handloom & Carpet	: Asthma, bronchitis, TP, spinal problems
Zari & Embroidery	: Eye defects
Gem polishing & diamond Cutting	: Eye defects, injuries
Construction	: Accidents, stunted growth
Rag picking	: Skin diseases, infectious diseases, tetanus
Pottery	: Asthma, chronic bronchitis, TB
Stone & Slate	: Silicosis
Sex work	: STD, AIDS
Agriculture	: Hazards related to farm Machinery and pesticides
Domestic work	: Stunted growth, Dermatitis, Abuse

Child Labour (Prohibition & Regulation) Act, 1986

PART A Occupations

Any Occupation connected with

- (1) Transport of passengers, goods or mails by railway;
- (2) Cinder picking, clearing of an ash pit or building operation in the railway premises;
- (3) Work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train;
- (4) Work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway lines;
- (5) A port authority within the limits of any port.
- (6) Work relating to selling of crackers, and fire works in shops with temporary licences
- (7) Abattoirs / Slaughter Houses
- (8) Automobile workshops and garages;
- (9) Foundries;
- (10) Handling of toxic or inflammable substances or explosives;
- (11) Handloom and powerloom industry;
- (12) Mines (underground and underwater) and collieries;
- (13) Plastic units and fiberglass workshops.

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PART B Processes

- (1) Bidi- making
 - (2) Carpet weaving including preparatory and incidental process thereof
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- (3) Cement Manufacture, including bagging of cement.
- (4) Cloth printing, dyeing and weaving, including processes preparatory and incidental thereto.
- (5) Manufacture of matches, explosives and fire-works.
- (6) Mica cutting and splitting
- (7) Shellac Manufacture
- (8) Soap manufacture
- (9) Tanning
- (10) Wool - cleaning
- (11) Building and Construction industry, including processing and polishing of granite stones;
- (12) Manufacture of slate pencils (including packing)
- (13) Manufacture of products from agate.
- (14) Manufacturing processes using toxic metals and substances such as lead, mercury, manganese, chromium, cadmium, benzene, pesticides and asbestos.
- (15) 'Hazardous processes' as defined in Section 2(cb) and 'dangerous operations' as notified in rules made under Section 87 of the Factories Act, 1948 (63 of 1948)
- (16) Printing as defined in Section 2(k)(iv) of the Factories Act, 1948 (63 of 1948)
- (17) Cashew and cashewnut descaling and processing
- (18) Soldering processes in electronic industries.
- (19) Agarbatti manufacturing
- (20) Automobile repairs and maintenance including processes incidental thereto, namely welding, lathe work, dent beating and painting.
- (21) Brick kilns and Roof tiles units
- (22) Cotton ginning and processing and production of hosiery goods.
- (23) Detergent manufacturing.
- (24) Fabrication workshops (ferrous and non-ferrous)

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- (25) Gem cutting and polishing.
- (26) Handling of chromite and manganese ores.
- (27) Jute textile manufacture and coir making.
- (28) Lime kilns and Manufacture of Lime
- (29) Lock making.
- (30) Manufacturing processed having exposure to lead such as primar and secondary smelting, welding and cutting of lead-painted metal constructions, welding or galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scrapping of led paint, burning of lead in enamelling workshops, lead mining, plumbing, cable making, wire patenting, lead casting, type founding in printing shops. Store type setting, assembling of cars, shot making and lead glass blowing.
- (31) Manufacture of cement pipes, cement products and other related work.
- (32) Manufacturing of glass, glassware including bangles, florescent tubes, bulbs and other similar glass products.
- (33) Manufacturing of dyes and dye stuff.
- (34) Manufacturing or handling of pesticides and insecticides.
- (35) Manufacturing or processing and handling of corrosive and toxic substances, metal cleaning and photo engraving and soldering processes in electronic industry.
- (36) Manufacturing of burning coal and coal briquettes.
- (37) Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather.
- (38) Moulding and processing of fiberglass and plastic.
- (39) Oil expelling and refinery.
- (40) Paper making.
- (41) Potteries and ceramic industry



- (42) Polishing, moulding, cutting, welding and manufacture of brass goods in all forms.
- (43) Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting.
- (44) Saw mill - all processes
- (45) Sericulture processing
- (46) Skinning, dying and processes for manufacturing leather and leather products.
- (47) Stone breaking and stone crushing
- (48) Tobacco processing including manufacturing of tobacco, tobacco paste and handling of tobacco in any form
- (49) Tyre making, repairing, retreading and graphite beneficiation
- (50) Utensils making, polishing and metal buffing
- (51) Zari making (all processes)
- (52) Electroplating
- (53) Graphite powdering and incidental processing
- (54) Grinding or glazing of metals
- (55) Diamond cutting and polishing
- (56) Extraction of slate from mines
- (57) Rag picking and scavenging

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- Tips for successfully combining work and breastfeeding
- Why working women should breastfeed when they return to paid work
- Success stories of breastfeeding at the workplace
- Obstacles to breastfeeding in the workplace
- Steps to creating mother-friendly workplaces
- Action ideas and resources

WORLD BREASTFEEDING WEEK, 1-7 August, offers an opportunity for people worldwide to join together in celebration and action in support of breastfeeding. In 1992, the World Alliance for Breastfeeding Action (WABA) launched the first World Breastfeeding Week (WBW) on the theme of the Baby-Friendly Hospital Initiative. Over 70 countries recognised the importance of breastfeeding, and many have established baby-friendly hospitals.

This year World Breastfeeding Week focuses on enabling working women to breastfeed. According to the Innocenti Declaration, *optimal breastfeeding means that 'all women should be enabled to practise exclusive breastfeeding and all infants should be fed exclusively on breastmilk from birth to four to six months of age. Thereafter, children should continue to be breastfed, while receiving appropriate and adequate complementary foods, for up to two years of age or beyond.'*

Every mother is a working woman. It is a particular challenge to assist working women to practise optimal breastfeeding. The goals of WBW 1993 are to:

- Enable women to breastfeed with confidence by informing them of the benefits of optimal breastfeeding and of their maternity entitlements;
- Ensure that national legislation to protect the rights of working women to breastfeed is implemented in as many countries as possible;
- Increase public awareness of the benefits of combining work and breastfeeding to women, children, and society at large;
- Encourage unions and workers groups to advocate for maternity entitlements which support women workers who breastfeed;
- Foster the establishment of Mother-Friendly Workplaces everywhere; and
- Protect cultural practices which support the breastfeeding mother working at or away from home.

Make these *your* goals! Breastfeeding thrives in family-friendly cultures!

To make the changes necessary for long-term social transformation, we need a new way of thinking about work and families. In many societies, work is seen from a male perspective and valued only if it produces a cash income.

When much of women's work is home-based or for subsistence, it is under-reported, under-valued and under-paid. However, when women also work for a cash income, their work seldom accommodates unpaid reproductive work, including pregnancy, breastfeeding and child-care. Most working women who want to breastfeed give up the ideal of optimal breastfeeding, and resort to partial, mixed, or token breastfeeding.

Can we create a woman-centred approach to work that values women's productive and reproductive work, and reduces the double burdens women carry? Such an approach would acknowledge pregnancy, breastfeeding and child-care as socially meaningful and productive work, and recognise the social support necessary for optimal breastfeeding. Men share the responsibility for providing this support in the home and the workplace.

With maternity leave, affordable child-care and access to infants during working hours, women can successfully integrate productive and reproductive work. Children, women, families and employers all benefit from this health promoting, inexpensive, nurturing approach to child-care.



Tips

Tips for successfully combining work and breastfeeding

- Take as much leave as possible after birth.
- Take extra food and drink to maintain your health. Your diet should be well-balanced and include lots of locally available fruits, vegetables, carbohydrates, and fluids.
- Make sure breastfeeding is well established before returning to work.
- If you are away from your baby for several hours, express breastmilk several times a day, and have



Strive

your infant care giver feed it to the baby with a cup. The use of bottles or pacifiers discourages babies from breastfeeding.

- Make sure the person who cares for your baby understands and supports breastfeeding.
- Practise expressing breastmilk before returning to work. Expressing breastmilk by hand is easy with practice and convenient for most women. Expressed breastmilk keeps well at room temperature for 10 or more hours even in tropical countries. Cooling liquids makes longer storage possible.
- Have family members and friends provide extra help while you are breastfeeding.
- Breastfeed in a comfortable chair or while lying down so that you can rest at the same time.
- If you are separated from your baby for long hours during the day, breastfeed more at night. It will be easier if your baby sleeps with you.
- If you have flexible work hours, going an hour late, extending your lunch break, or leaving an hour early can be helpful.
- Form a support group with other working women who breastfeed, or attend a mother support group in your community.
- Consider co-operative strategies such as sharing child-care.
- Delay your next pregnancy until you are ready to breastfeed another child.

to protect parents!

Why women should breastfeed when they return to paid work

Benefits for babies

- Breastfeeding meets a baby's nutritional and emotional needs for the first four to six months, and continues to contribute to the baby's nutritional and emotional health into the second year and beyond.
- Breastfed babies have stronger immune systems and are healthier than those who receive breastmilk substitutes.
- Studies show that breastfeeding can save the lives of over one million babies who die every year from diarrhoea and acute respiratory infections.

Benefits for women

- Breastfeeding encourages women's confidence and self-reliance, as they are able to provide quality care for their children.

- Breastfeeding strengthens the bonding relationship between mother and child. This is particularly important for women whose work separates them from their children.
- Women who have breastfed are less likely to develop breast and ovarian cancers, and have less osteoporosis later in life.
- Breastfeeding helps mothers get back into shape faster.

Benefits for families

- Breastfeeding mothers are much less likely to become pregnant. The child spacing effect of breastfeeding is important for some women, particularly women for whom contraception is unavailable, unaffordable or unacceptable.
- Breastfeeding saves families the time and money that would

be spent on bottle feeding and on illnesses caused by bottle feeding.

Benefits for employers

- Employers who support their workers to meet both their family and work responsibilities benefit from less absenteeism, less staff turnover, and improved worker productivity and morale. Because breastfed babies are healthier, workers are less often absent; some programmes to support breastfeeding workers have had a two-fold return on money invested.



Acknowledgement

This action folder was produced by the WABA Women and Work Task Force and the WABA Secretariat. Many thanks to everyone who gave input and helped to revise this folder. A special thanks is due to the United Nations Children's Fund (UNICEF) for its support to WABA.

- Companies who establish Mother-Friendly Workplaces will be viewed as good progressive employers, supportive of families.

Environmental benefits

- Breastfeeding is ecological in its production, consumption and disposal. It uses renewable resource and produces only biodegradable wastes.
- As more working women choose to breastfeed, employers will need to make workplaces safer and cleaner, and food producers will need to consider the toxic effects of pesticides.

Economic benefits

- The health sector saves money by not having to buy infant formula and feeding bottles. It also saves money indirectly because breastfed babies are less frequently and less severely ill.
- Countries save foreign exchange by not having to import breastmilk substitutes.

Build on successes

Working women can and do breastfeed!

MOTHERS everywhere struggle to balance child-care and their work responsibilities. Some workplaces make this integration easier:

- In Uruguay, the public sector allows women to work half-time in order to breastfeed during the baby's first six months. Mothers receive 100 per cent of their salary.
- Groups such as 'Maria Liberation' in Central Mexico support domestic workers to negotiate better arrange-

Support

ments during and after pregnancy, so that they can also breastfeed.

- In Mozambique, women from a cashew nut processing plant work near to a creche where they can breastfeed their babies twice a day. They work in pairs to offer mutual support. Their babies have been found to be far healthier than bottle-fed babies.
- Large corporations sometimes provide generous maternity benefits to women executives in order to retain these highly trained and valued employees. The Los Angeles Department of Power and Water, for instance, provides a breastfeeding support and consultation service for employees.

- Some construction sites in India and Thailand provide mobile creches for women working at the sites.
- In the Philippines, an alternative child-care service called 'Arugaan' organised by and for working women provides wet nursing. Breastfeeding mothers manage the child-care centre and breastfeed their own babies as well as other babies.
- Siriraj Hospital in Bangkok has a creche for infants up to 1½ years old so that nursing staff and other employees can breastfeed their baby at their place of work.

Every mother is a working woman. It is a particular challenge to assist women to practise optimal breastfeeding.

Obstacles to breastfeeding in the workplace:

From paper to practice

OVER THE PAST three years, governments, through the United Nations, have reaffirmed the importance and benefits of breastfeeding to infants, mothers and society at large in four key documents:

- *Innocenti Declaration on the Protection, Promotion and Support of Breastfeeding* (1 August 1990);
- *Convention on the Rights of the Child* (September 1990);
- *Declaration of the World Summit on Children* (30 September 1990); and

permanent contracts;

- Agricultural workers, domestics, and women working in the informal sector in many countries are not covered by existing conventions;
- If costs for leave and child-care are borne by the employers alone, they may prefer to hire male workers;
- The lack of adequate income, guaranteed job security, and workplace child-care or transportation to community-based care hinder possibilities for breastfeeding, even

International documents

Innocenti Declaration

THE *Innocenti Declaration on the Protection, Promotion and Support of Breastfeeding*, signed by 30 governments, states that for optimal breastfeeding

all women should be enabled to practise exclusive breastfeeding and all infants should be fed exclusively on breastmilk from birth to four to six months of age. Thereafter, children should continue to be breastfed, while receiving appropriate and adequate complementary foods, for up to two years of age or beyond.

As part of its operational targets, this declaration calls on all governments by 1995 to:

- *Enact imaginative legislation protecting the breastfeeding rights of working women and establish means for its enforcement; and*
- *Ensure the implementation of the International Code of*

Breastfeeding

• *World Declaration on Nutrition and Plan of Action for Nutrition* (December 1992)

Governments have acknowledged:

- *The right of infants and mothers to exclusive breastfeeding;*
- *The right of women to correct and consistent information and support in child health and nutrition; and*
- *The right of children to protection and development.*

These UN documents, together with the International Labour Conventions (ILO) on Maternity Protection, are minimum standards. They recognise women's rights to maternity and the rights of working mothers to breastfeed their infants. But, in practice, women employed in various work environments face many different obstacles to breastfeeding. For instance:

- Maternity leave may only be available to formally employed women on annual or

when maternity leave is available;

- Child-care facilities and breastfeeding breaks may be available in large companies, but not in small companies or non-formal work settings where most women work;
- Baby food companies target employed women by promoting their products as the only solution available to working mothers;
- Male-oriented attitudes of governments and employers result in treating maternity benefits as 'doing a favour to women' instead of as an entitlement and an investment in the health of society;
- National socio-economic conditions (e.g. poverty, heavy debt financing) leave little resources to support breastfeeding; and
- The overall low status of women in many countries gives lower priority to women's needs.

Marketing of Breastmilk Substitutes so that the marketing of such substitutes is not targeted at employed women.

The Technical Meeting of June 1990 prior to the Innocenti Declaration also recommends:

- The establishment of a task force on Women, Work and Breastfeeding within National Breastfeeding Committees, and
- The integration of issues relevant to employed women in all breastfeeding promotion programmes.

ILO Conventions

MEASURES to protect breastfeeding women in commerce and industry were first outlined by the International Labour Organisation (ILO) as early as 1919 (Convention No 3) and revised in 1952 (Convention No 103). These conventions set the following standards:

- 12 weeks maternity leave (six weeks before and six weeks after birth) with cash benefits of at least 66 per cent of previous earnings;
- Two half-hour breastfeeding breaks during each working day; and
- Prohibition of dismissal during maternity leave.

Later conventions and recommendations provided increased benefits to working women, extended these to other groups of women, including agricultural workers, and suggested measures such as parental leave to assist workers with families.

Creating mother- friendly workplaces

THE MOTHER-FRIENDLY
WORKPLACE
INITIATIVE ACTION FOLDER

BREASTFEEDING thrives in mother-friendly workplaces. Few women work in mother-friendly workplaces, although they work in many different contexts. Their workplaces include informal settings such as streets, farms, plantations, markets and kitchens, and more formal settings such as offices, factories, schools and hospitals. Every workplace has unique resources and constraints, but can support women workers to breastfeed.

There are three essential requirements to ensure that every mother, regardless of whether she is formally employed or not, can combine breastfeeding and work successfully. These requirements are:

- Time
- Space/Proximity
- Support

Employers can provide these three requirements for women workers if they have the political will.

Adequate provision for breastfeeding is an investment in the health of the present and future workforce. Today's babies are tomorrow's workers.

TIME

1. Provide at least four months paid maternity leave (with an ideal of six months) that begins after the baby is born. Offer other options such as longer maternity leave with partial pay.
2. Offer flexible work hours to breastfeeding women such as part-time schedules, longer lunch breaks, and job sharing.
3. Provide breastfeeding breaks of at least an hour a day.

SPACE/ PROXIMITY

1. Support infant and child-care at or near the workplace, and provide transportation for mothers to join their babies. For rural worksites and seasonal work, use mobile child-care units.
2. Provide comfortable, private facilities for expressing and storing breastmilk.
3. Keep the work environment clean and safe from hazardous wastes and chemicals.

SUPPORT

1. Inform women workers and unions about maternity benefits and provide information to support women's health.
2. Ensure that mothers have full job security.
3. Encourage co-workers and management to have a positive attitude toward breastfeeding in public.
4. Encourage a network of supportive women in unions or workers' groups who can help women to combine breastfeeding and work.

Action ideas

What you can do to promote breastfeeding at the workplace

Working women

- Raise the issue of breastfeeding at your trade union, women's group, or community organisation.
- Form a mother support group at your workplace to exchange practical information on breastfeeding techniques and management, or join an existing mother support group.
- Self-employed women such as street vendors can form child-care cooperatives, even breastfeeding each other's babies.

Employers

- Follow the suggestions given on *Creating Mother-Friendly Workplaces*.
- Weigh the direct and indirect advantages of innovative child-care solutions versus their immediate costs.

Unions and workers' groups

- Develop co-operative child-care programmes at work. Ensure that child-care staff are supportive of and knowledgeable about breastfeeding.
- Demand a clean working environment, safe from occupational hazards (e.g. chemicals, radiation), especially for breastfeeding mothers.
- Lobby for adequate paid maternity leave, breastfeeding breaks, and family programmes that include pre-natal education about breastfeeding.
- Demonstrate that mother-friendly workplaces are beneficial to all women, and all workers.
- Create alliances with international labour federations and people's organisations to support the rights of breastfeeding workers.

Health care workers

- Inform working women about the advantages of exclusive breastfeeding and the dangers of bottle-feeding.
- Offer practical advice on combining work and breastfeeding to employers and working women.

- Ensure that hospitals and clinics are mother-friendly workplaces.
- Provide family planning methods that support breastfeeding.
- Help employed mothers realise that they can breastfeed without having to resort to commercial products.

Environmental and community action groups

- Increase public awareness that breastfeeding is environmentally friendly, whereas bottle-feeding is not.
- Use World Breastfeeding Week to attract media attention to this issue.
- Get well-known celebrities to publicly support breastfeeding and raise funds.
- Prepare a press release and fact sheets on the problems of working women and breastfeeding for the media, especially women's magazines.
- Hold writing or drawing contests on the theme to bring the issue to a variety of audiences and to create opportunities for fund raising.

Women's groups and policy makers

- Lobby the government to support child-care and maternity leave costs.
- Determine whether existing maternity legislation is implemented, and whether it applies to all women workers.
- In countries without national maternity legislation, lobby the government to implement minimum maternity benefits as recommended by the ILO conventions.
- Encourage Women in Development (WID) projects to include compatibility with breastfeeding as a consideration in planning income generating projects.
- Link breastfeeding rights to campaigns of human rights, gender equity and child survival.

FOR MORE ACTION IDEAS

ask for WABA activity sheets on:

- Breastfeeding as a feminist issue
- Breastfeeding: A world resource
- Mother-to-mother support for breastfeeding
- Protection, support and promotion of breastfeeding
- Putting the Code into practice
- Women's health, work and breastfeeding
- Baby-friendly Hospital Initiative action folder

For more information, write to the

WABA Secretariat, PO Box 1200

10850 Penang, Malaysia

Tel: 60-4-6584816; Fax: 60-4-6572655

Resources

Women, work and breastfeeding. Penny van Esterik, Cornell International Nutrition Monograph No. 23, Div. of Nutritional Sciences, Savage Hall, Cornell Uni., Ithaca, NY 14853, USA (US\$5.00)

Creating linkages: Women, work and child-care. The Coordinator's Notebook, Issue 11, July 1992. Consultative Group on Early Childhood Care and Development, UNICEF, 3 UN Plaza, New York, NY 10017, USA.

La mujer y sus derechos de trabajo. Ministerio de Trabajo y Previsión Social, Oficina Nacional de la Mujer, 14 Calle 5-49, Zona 1, Guatemala, Guatemala. 1992. (US\$5.00)

Having a baby? Maternity leave provisions. Women's Employment Branch, Department of Labour, Level 1, Nauru House, 80 Collins St, Melbourne 3000, Australia. (Brochure available in Arabic, Italian, Croatia, Serbian, Turkish, Vietnamese, Greek, Khmer, Macedonian and Spanish)

World for work. International Labour Office, attention: PRESS, CH-1211 Geneva 22, Switzerland. (Available in English, French, Spanish, German and Arabic) (Free)

Courier de l'IBFAN. MAPBIN/CHAN, B.P. 1134, Port Louis, Mauritius. (Subscription: Asia/Africa: US \$8.00; Europe/USA: US \$10.00)

Mothers and children. APHA Clearinghouse, 1015 15th St. NW, Washington, DC 20005, USA. (Also available in French and Spanish.) (Subscription: Africa/Asia/Latin America/Middle East: Free. Europe/USA: US \$10.00)

Breastfeeding briefs. The Geneva Infant Feeding Association (GIFA), CP 157, 1211 Geneva 19, Switzerland. (Available in English, French, Spanish and Portuguese) (Free)

Status of Maternity Protection by Country

- Initial sources: ● www.waba.org.br/countryfiles1.htm
 ● ILO Report VI(2)
 Other sources ● Feedback from WABA, IBFAN network & trade unions
 ● Ministry of Labour of listed countries



	NATIONALLY MANDATED MATERNITY LEAVE								OTHER LEAVES		BREAST-FEEDING BREAKS		
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	>17weeks	>26 weeks	Who Pays?	Parental Leave (in days)	Paternity Leave (in days)	YES/NO	PAID/UNPAID
AFRICA													
Algeria				✓					△			N	-
Angola			✓						▲▲■			N	-
Benin				✓					▲▲■		3	Y	P
Botswana		✓							▲▲			Y	P
Burundi		✓							▲▲	4		Y	P
Burkina Faso				✓					▲■		3	Y	P
Cameroon				✓					▲▲■		3	Y	P
Cape Verde Islands	✓								▲▲			Y	P
Central Afr. Rep.				✓					▲▲■		3	Y	P
Chad				✓					△		10	Y	P
Comoros				✓					▲		10	Y	P
Congo					✓				▲		10	Y	P
Dem. Rep. Congo				✓					▲		2		
Djibouti				✓					▲▲		10	N	
Equatorial Guinea		✓							△			Y	P
Erithea	✓												
Ethiopia			✓						▲		5	Y	P
Gabon				✓					▲▲■		3	Y	P
Gambia		✓							▲			N	-
Ghana		✓							▲			Y	P
Guinea				✓					▲▲			Y	P
Guinea-Bissau	✓								▲▲			Y	P
Ivory Coast				✓					▲▲■		3	Y	P
Kenya	✓								▲			N	-
Lesotho		✓							⊙			Y	P
Madagascar				✓					▲▲		10	Y	P
Malawi	✓								▲			Y	P
Mali				✓					▲▲		3	Y	P
Mauritania				✓					▲▲			Y	P
Mauritius		✓							▲			Y	P
Morocco		✓							△			Y	P
Mozambique	✓								▲			Y	P
Namibia		✓							△			N	-
Niger				✓					▲▲■			Y	P
Nigeria		✓							▲			Y	U
Rwanda		✓							▲		4	Y	P
Sao Tome & Principe	✓								△			Y	P

* One year with basic salary for breastfeeding mothers.

Legend: △ Public Funds ▲ Employer ■ Others ⊙ Unpaid

Y = Yes N = No
 P = Paid U = Unpaid

EXPLANATION: Duration of leave as mandated in the national law may be paid in full or partially paid. Different sectors also provide different length of maternity leave in some countries. The minimum standard for the duration of leave are indicated in this chart. Different ways that breastfeeding breaks are practised in some countries. Breastfeeding breaks at the workplace means: the working mother takes time off from work to breastfeed her baby whom she brings along or expresses her breastmilk or goes home to breastfeed or has flexi-time arrangement.



	NATIONALLY MANDATED MATERNITY LEAVE								OTHER LEAVES		BREAST-FEEDING BREAKS		
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	>17weeks	>26 weeks	Who Pays?	Parental Leave (in days)	Paternity Leave (in days)	YES/NO	PAID/UNPAID
Senegal				✓					△			Y	P
Seychelles				✓					▲▲■		3	Y	P
Somalia				✓					▲			Y	P
South Africa		✓							▲▲	3		N	-
Sudan	✓							✓*	▲▲			Y&N	P
Swaziland		✓							▲			Y	N
Togo				✓					▲▲■		3	Y	P
Tunisia	✓								△				
Uganda	✓								▲			N	-
U.R. Tanzania	✓								▲			Y	P
Zambia		✓							▲			N	-
Zimbabwe			✓						▲			Y	P
AMERICAS													
Antigua & Barbuda			✓						△▲			N	-
Argentina			✓						△	10	5	Y	P
Bahamas	✓								△▲			N	-
Barbados		✓							△			N	-
Belize		✓							△		5	Y	U
Bolivia	✓								△▲			Y	P
Brazil							✓		△		5	Y	P
Canada							✓		△▲	245		N	-
Chile							✓		△		1	Y	P
Colombia		✓							△		7	Y	P
Costa Rica						✓			▲▲			Y	P
Cuba							✓		△			N	-
Dominica		✓							▲▲			N	-
Dominican Republic		✓							△▲			Y	P
Ecuador		✓							△▲			Y	P
El Salvador		✓							▲▲			Y	P
Grenada		✓							△▲			N	-
Guatemala		✓							△▲		2	Y	P
Guyana			✓						△			N	-
Haiti		✓							▲			Y	P
Honduras		✓							△▲			Y	P
Jamaica		✓							▲			N	-
Mexico		✓							△			Y	P
Nicaragua		✓							△			Y	P
Panama				✓					△▲			Y	P
Paraguay		✓							△			Y	P
Peru			✓						△	2		Y	P
Saint Lucia			✓						△				
Trinidad & Tobago			✓						△▲			N	-
USA		✓							⊙▲			N	-
Uruguay		✓							△		3	Y	P
Venezuela							✓		△			Y	P

Legend: △ Public Funds ▲ Employer ■ Others ⊙ Unpaid

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	NATIONALLY MANDATED MATERNITY LEAVE							OTHER LEAVES		BREAST-FEEDING BREAKS			
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	≥17 weeks	≥26 weeks	Who Pays?	Parental Leave (in days)	Paternity Leave (in days)	YES/NO	PAID/UNPAID
ASIA/MIDDLE EAST													
Afghanistan			✓						▲			Y	P
Bahrain	✓								▲				
Bangladesh						✓			▲			N	-
Cambodia			✓						▲			Y	P
China						✓			▲			Y	P
Egypt		✓							▲▲			Y	P
India		✓							▲▲	15		Y	P
Indonesia		✓							▲	3		Y	U
Iraq	✓								▲			Y	P
Iran						✓			▲			Y	P
Israel		✓							▲	365		Y	P
Japan				✓					▲		3	Y	P
Jordan	✓								▲			Y	P
Kazakhstan								✓		540			
Kuwait	✓								▲			N	-
Laos PDR		✓							▲		7	Y	P
Lebanon	✓								▲	N	N	N	-
Libya	✓								▲			Y	P
Malaysia	✓								▲		3	N	-
Mongolia							✓		▲	730		Y	P
Myanmar		✓							▲	6		N	-
Nepal	✓								▲			N	-
Pakistan	✓								▲			N	-
P.R. Korea		✓							▲			Y	P
Philippines	✓								▲		7	Y	P
Qatar	✓								■			N	-
Saudi Arabia	✓								▲			Y	P
Singapore	✓								▲		3	N	-
South Korea			✓						▲	365			
Sri Lanka		✓							▲			Y	P
Syrian Arab Rep	✓								▲			Y	P
Thailand		✓							▲▲			N	-
U. Arab Emirates								✓	▲			N	-
Vietnam							✓		▲			Y	P
Yemen	✓								▲				
EUROPE													
Austria						✓			▲			Y	P
Albania								✓					
Azerbaijan							✓			1095			
Belarus							✓		▲	1095		Y	P
Belgium					✓				▲■	1825	3	N	-
Bosnia-Herzegovina								✓	▲▲			Y	P
Bulgaria							✓		▲	1095		Y	P
Croatia								✓					

Legend: ▲ Public Funds ▲ Employer ■ Others ○ Unpaid

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	NATIONALLY MANDATED MATERNITY LEAVE							OTHER LEAVES		BREAST-FEEDING BREAKS			
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Cyprus						✓			▲▲			Y	P
Czech Rep								✓	△		14	Y	P
Denmark									△	365	14	N	-
Estonia							✓		■			Y	P
Finland					✓				△	158	12	N	N
France						✓			△		7	Y	-
Germany				✓					▲▲		2	Y	P
Georgia								✓				N	-
Greece						✓			△	90		Y	P
Hungary							✓		△			Y	P
Iceland		✓							△	210	60	N	-
Ireland				✓					△	120		N	-
Italy							✓		△	330	180/330	Y	P
Latvia							✓		△			Y	P
Liechtenstein	✓								△			Y	P
Lithuania								✓	■	126	30	Y	P
Luxembourg						✓	✓		△	182	2	Y	P
Macedonia								✓	△		7	N	-
Malta			✓						▲	365	180/365	N	-
Netherlands						✓			△	65	2	Y	P
Norway								✓	△	1095	14	Y	U
Poland						✓			△	720		Y	P
Portugal							✓		△	90	5	Y	P
Romania							✓		△	730	5	Y	P
Slovakia								✓	△			Y	P
Slovenia					✓					365			
Spain						✓			△		2	Y	P
Sweden				✓					△	450	28	Y	U
Switzerland	✓								⊗▲■			Y	P
Turkey		✓							△			Y	P
Ukraine								✓	△	540		Y	P
United Kingdom							✓		△			N	-
Russian Fed.							✓		△	365			
OCEANIA													
Australia								✓	⊗	365 ⊗		N	-
Fiji		✓							▲			Y&N	
New Zealand				✓					⊗	365 ⊗	14	N	
Solomon Islands									▲			Y	P
Papua New Guinea		✓							▲			Y	P

*4 additional weeks for breastfeeding mothers

Legend: △ Public Funds ▲ Employer ■ Others ⊗ Unpaid

Y = Yes N = No
P = Paid U = Unpaid



The World Alliance for Breastfeeding Action (WABA) is a global people's initiative to protect, promote and support breastfeeding. WABA works on the Innocent Declaration in close liaison with the United Nations Children's Fund (UNICEF). This document is developed by the WABA Women & Work Task Force as part of the Maternity Protection Campaign to support women's right to breastfeed and work, by advocating for implementation and monitoring of improved maternity protection entitlements. The information was compiled by Ines Fernandez (ARUGAAN, Philippines), Michelle Jambu and Koay Vi Vien with valuable contributions from Elaine Pettit-Cole (IBFAN/GIFA) and the Maternity Protection Coalition. The Maternity Protection Coalition consisting of groups from the International Baby Food Action Network (IBFAN), the International Lactation Consultant Association (ILCA), the LINKAGES project and the World Alliance for Breastfeeding Action (WABA), with technical assistance from the International Maternal & Child Health, Uppsala University, Sweden (IMCH) and United Nations Children's Fund (UNICEF). WABA, PO Box 1200, 10850 Penang, Malaysia. Tel: 604-658 4816 Fax: 604-657 2655 Email: waba@streamyx.com Website: www.waba.org.my Women & Work: www.waba.org.br/work.htm

The World Health Assembly Decisions on Infant & Young Child Feeding

with focus on Maternity Protection at Work

We have summarised the International Code of Marketing of Breast-milk Substitutes (IC) to make it easier to understand. Subsequent relevant World Health Assembly (WHA) Resolutions are also listed and we quote the relevant parts.

The Resolutions are important because they have the same official status as the IC.

In other words, they make one package. Resolution WHA55.15, Infant and young child nutrition, is the most recent resolution on infant feeding (2002). It adopted the Global Strategy on infant and young child feeding (GS). We have summarised the GS and quote only the paragraphs that relate to maternity protection.

WHA 34.22/The International Code of Marketing of Breast-milk Substitutes - 1981

Art 1: The Code aims to protect infant health by protecting and supporting breastfeeding. It does not ban breastmilk substitutes but sets out appropriate marketing of breastmilk substitutes.

Art. 2: It applies to breastmilk substitutes including infant formula, other milk products, foods and beverages, including bottle-fed complementary foods when marketed or otherwise represented to be suitable for use as partial or total replacement of breastmilk; it also covers bottles and teats.

Art. 4: It clarifies the responsibilities of governments concerning information about infant and child feeding and their relation to company information material; warnings are compulsory; it is forbidden to idealise breastmilk substitutes.

Art 5: Advertisements are forbidden for the general public and companies cannot seek to contact pregnant women or mothers.

Art. 6: Promotion of products and distribution of free supplies to the health care system are forbidden.

Art. 7: Companies cannot distribute free samples to health professionals; information they give has to be factual and scientific; if they fund activities there should be no conflict of interest.

Art. 8: Company personnel cannot train mothers or pregnant women; companies are not allowed to pay employees on commission.

Art 9: Labels must include warnings, clear instructions for use in an appropriate language, no idealised text or image.

Art. 10: Products have to meet Codex Alimentarius Commission standards of quality.

Art. 11: It is the responsibility of governments to implement, monitor and report progress to WHO.

Companies must abide by the provisions of the International Code at all levels. NGOs should monitor and report violations.

Subsequent WHA Resolutions - 1982-2001

WHA35.26 – 1982

“1. URGES Member States: *to give renewed attention to the need to adopt national legislation, regulations or other suitable measures to give effect to the International Code;*”

WHA37.30 – 1984

“3. REQUESTS the Director-General: *(1) to continue and intensify collaboration with Member States in their efforts to implement and monitor the International Code of Marketing of Breastmilk*

Substitutes as an important measure at the national level; (2) to support Member States in examining the problem of the promotion and use of foods unsuitable for infant and young child feeding, and ways of promoting the appropriate use of infant foods..."

WHA39.28 - 1986

"2. URGES Member States: ... (3) to make the fullest use of all concerned parties – health professional bodies, non governmental organisations, consumer organisations, manufacturers and distributors – generally, in protecting and promoting breastfeeding and, specifically, in implementing the Code and monitoring its implementation and compliance with its provisions; "... (6) to ensure that the small amounts of breastmilk substitutes needed for the minority of infants who require them in maternity wards and hospitals are made available through the normal procurement channels and not through free or subsidised supplies..."

"3. REQUESTS the Director General: ... (2) to specifically direct the attention of Member States and other interested parties to the following: (a) any food or drink given before complementary feeding is nutritionally required...should neither be promoted nor encouraged for use by infants during this period; (b) the practice being introduced in some countries of providing infants with specially formulated milks (so-called "follow-up milks") is not necessary..."

WHA41.11 - 1988

"2. URGES Member States: ... (2) to ensure practices and procedures that are consistent with the aim and principles of the International Code of Marketing of Breastmilk Substitutes..."

"3. REQUESTS the Director-General: to continue to collaborate with Member States, through WHO regional offices and in collaboration with other agencies of the United Nations system, especially FAO and UNICEF: ... (2) in establishing effective nutritional status surveillance systems... (4) in monitoring, together with other maternal and child health indicators, changes in the prevalence and duration of full and supplemented breastfeeding with a view to improving breastfeeding rates; (5) in developing recommendations regarding diet, including timely complementary feeding and appropriate weaning practices...; (6) in providing legal and technical assistance... in the drafting and/or the implementation of national codes of marketing of breastmilk substitutes, or other similar instruments..."

WHA43.3 - 1990

"2. URGES Member States: (4) to enforce existing, or adopt new, maternity protection legislation or other suitable measures that will promote and facilitate breastfeeding among working women...; (6) to ensure that the principles and aim of the International Code of Marketing of Breastmilk Substitutes and the recommendations contained in resolution WHA39.28 are given full expression in national health and nutrition policy and action...; (7) to ensure that families make the most appropriate choice with regard to infant feeding and that the health system provides the necessary support..."

WHA45.34 - 1992

"Reaffirming that the International Code of Marketing of Breastmilk Substitutes is a minimum requirement..."

Reaffirming that during the first four-to-six months of life no food or liquid other than breastmilk, not even water, is required to meet the normal infant's nutritional requirements...;

Expressing once again its concern about the need to protect and support women in the workplace for their own sakes but also in the light of their multiple roles as mothers and care-providers, inter alia, by applying existing legislation fully for maternity protection, expanding it to cover any women at present excluded, or where appropriate, adopting new measures to protect breastfeeding..."

"2. URGES Member States: (1) to give full expression at national level to the operational targets of the Innocenti Declaration, namely... (d) by enacting legislation and adopting means for its enforcement to protect breastfeeding rights of working women... (2) to encourage and support all public and private health facilities providing maternity services so that they become "baby-friendly"... (3) to take measures appropriate to national circumstances aimed at ending the donation or low-priced sale of supplies of breastmilk substitutes to health-care facilities providing maternity services..."

"3. REQUESTS the Director-General: ... (5) to consider, in collaboration with the International Labour Organization, the options available to the health sector and other interested sectors for reinforcing the protection of women in the workplace in view of their maternal responsibilities, and to report to a future Health Assembly in this regard."

WHA47.5 -1994

"2. URGES Member States: ... (1) to promote sound infant and young child nutrition, in keeping with their commitment to the World Declaration and Plan of Action for Nutrition (FAO/WHO, International Conference on Nutrition, Rome, December 1992) (breastfeeding is superior to other feeding methods; mothers should be supported in their choice to breastfeed; health professional should be trained to support them)... (2) to ensure that there are no donations of free or subsidized supplies of breastmilk substitutes and other products covered by the International Code of Marketing of Breastmilk Substitutes in any part of the health care system..."

REQUESTS the Director-General: ... (4) to urge Member States to initiate the Baby-friendly Hospital Initiative... and to improve educational curricula and in-service training... (5) to increase and strengthen support to Member States... in giving effect to the principles and aim of the International Code and all relevant resolutions..."

WHA49.15 - 1996

"3. URGES Member States: (1) to ensure that complementary foods are not marketed for or used in ways that undermine exclusive and sustained breast-feeding; (2) to ensure that the financial support for professionals working in infant and young child health does not create conflicts of interest...; (3) to ensure that monitoring the application of the International Code and subsequent relevant resolutions is carried out in a transparent, independent manner free from commercial influence..."

WHA54.2 - 2001

"Noting the guidance of the Convention on the Rights of the Child, in particular Article 24, which recognises, inter alia, ... the advantages of breastfeeding for all segments of society, in particular parents and children;

"2. URGES Member States: (1) to recognise the right of everyone to have access to safe and nutritious food... (2) to take necessary measures as States Parties effectively to implement the Convention on the Rights of the Child... (3) to set up or strengthen institutional and intersectoral discussion forums with all stakeholders in order to reach national consensus on strategies and policies including reinforcing, in collaboration with ILO, policies that support breastfeeding by working women, in order substantially to improve infant and young child feeding and to develop participatory mechanisms for establishing and implementing specific nutrition programmes and projects aimed at new initiatives and innovative approaches; (4) to strengthen activities and develop new approaches to protect, promote and support exclusive breastfeeding for six months as a global public health recommendation, taking into account the findings of the WHO expert consultation on optimal duration of exclusive breastfeeding, and to provide safe and appropriate complementary foods, with continued breastfeeding for up to two years of age or beyond, emphasizing channels of social dissemination of these concepts in order to lead communities to adhere to these practices; (5) to support the Baby-friendly Hospital Initiative...; (6) to improve complementary foods and feeding practices... by recommending the widest possible use of indigenous nutrient-rich foodstuffs...; (8) to

strengthen national mechanisms to ensure global compliance with the International Code of Marketing of Breast-milk Substitutes and subsequent relevant Health Assembly resolutions, with regard to labelling as well as all forms of advertising, and commercial promotion in all types of media...; 10) to recognize and assess the available scientific evidence on the balance of risk of HIV transmission through breastfeeding compared with the risk of not breastfeeding and the need for independent research... to recognize that when replacement feeding is acceptable, feasible, affordable, sustainable and safe, avoidance of all breastfeeding by HIV-positive women is recommended; otherwise, exclusive breastfeeding is recommended during the first months of life; and that those who choose other options should be encouraged to use them free of commercial influences..."

WHA55.15 - Global Strategy for Infant and Young Child Nutrition - 2002

The **Global Strategy** is based on the respect, protection, facilitation and fulfilment of accepted human rights principles as entrenched in the Convention on the Rights of the Child and in other international documents. It aims to improve, through optimal feeding, the nutritional status, growth, development, health and survival of infants and young children. Its objectives are to raise awareness of the problems affecting infant and young child feeding; to increase the commitment of governments, international agencies and other concerned parties; to create an environment that enables mothers, families and all caregivers to make informed choices about feeding; and to offer a guide for action. It asks for the concerted efforts and collaboration of all concerned, necessitates political will and public investment, calls for the awareness of health workers, as well as for the involvement of families and communities.

The Global Strategy reiterates, as a public health recommendation, that infants should be exclusively breastfed for the first six months of life and receive thereafter nutritionally adequate and safe complementary foods while still breastfeeding till the age of two or beyond. To enable this, women have to be supported in their family, their community, at the workplace with accurate information, skilled practical help, psychological assistance and maternity protection legislation (meeting the standard of ILO Convention 183).

To achieve the Strategy objectives, the strategy builds on existing approaches, the first step being to meet the four operational targets of the *Innocenti Declaration* (target 4: enacting imaginative legislation protecting the breastfeeding rights of working women and establishing means of its enforcement). As these targets are based on breastfeeding alone, additional targets have to be developed to meet the feeding requirements of children until the age of three.

The Strategy goes on to describe what protection (including maternity entitlements), promotion, and support in the health care system and at community level are needed for a feeding policy to be effective. It also describes the obligations and responsibilities of the various "concerned parties", the government, health professional bodies, non-governmental organisations and community-based groups, commercial enterprises, the social partners, education authorities, the mass media and the international organisations.

Concerning maternity protection at the workplace, the Strategy mentions the issue in several paragraphs (12, 28, 34, 45, 46, 48):

Paragraph 12: *"Women in paid employment can be helped to continue breastfeeding by being provided with minimum enabling conditions, for example paid maternity leave, part-time work arrangements, on-site crèches, facilities for expressing and storing breast milk, and breastfeeding breaks (see paragraph 28)."*

Paragraph 28: *"Mothers should also be able to continue breastfeeding and caring for their children after they return to paid employment. This can be accomplished by implementing maternity protection legislation and related measures consistent with ILO Maternity Protection Convention, 2000 No 183"*

and Maternity Protection Recommendation, 2000 No. 191. Maternity leave, day-care facilities and paid breastfeeding breaks should be available for all women employed outside the home."

Paragraph 34: "A comprehensive national policy, based on a thorough needs assessment, should foster an environment that protects, promotes and supports appropriate infant and young child feeding practices. An effective feeding policy consistent with efforts to promote overall household food security requires the following critical interventions:

For protection:

- Adopting and monitoring application of a policy of maternity entitlements, consistent with the ILO Maternity Protection Convention and Recommendation, in order to facilitate breastfeeding by women in paid employment, including those whom the standards describe as engaging in atypical forms of dependent work, for example part-time, domestic and intermittent employment..."

Paragraph 45: "Employers should ensure that maternity entitlements of all women in paid employment are met, including breastfeeding breaks or other workplace arrangements – for example facilities for expressing and storing breast milk for later feeding by caregiver – in order to facilitate breast milk feeding once paid maternity leave is over. Trade unions have a direct role in negotiating adequate maternity entitlements and security of employment for women of reproductive age (see paragraphs 28 and 34)."

Paragraph 46: "Other groups:child-care facilities, which permit working mothers to care for their infants and young children, should support and facilitate continued breastfeeding and breast-milk feeding."

Paragraph 48: "Specific contributions of international organisations to facilitate the work of governments include the following: ...to support policy development and promotion:...advocating ratification of ILO Maternity Protection Convention, 2000 No. 183 and application of Recommendation 2000 No. 191, including for women in atypical forms of dependent work;..."

This document was prepared by Elaine Petitat-Cote, IBFAN/GIFA as part of the enclosures for the Maternity Protection Campaign kit. We would like to thank Yeong Joo Kean (ICDC, Penang) for her review of this document.

Produced by the Maternity Protection Coalition (MPC), comprising of the International Baby Food Action Network (IBFAN), the International Consultant Association (ILCA), the Linkages Project and World Alliance for Breastfeeding Action (WABA), with technical assistance from International Maternal & Child Health (IMCH), Uppsala University, Sweden and United Nations Children's Fund (UNICEF). The MPC supports women's right to breastfeed and work, by advocating for implementation and monitoring of improved maternity protection entitlements. IBFAN/GIFA, CP 157, CH-1211 Geneva 19, Switzerland. Fax: 41-22-7984443; Email: info@gifa.org ● ILCA, 1500 Sunday Drive, Suite 102, Raleigh, NC 27607, USA. Tel: 919-7875181; Fax: 919-7874916; Email: info@ilca.org ● IMCH, Dept of Women's and Children's Health, Uppsala University, Entrance 11, S-751 85 Uppsala, Sweden. Tel: 46-18-6115958; Fax: 46-18-508013 ● The Linkages Project, Academy for Educational Development, 1825 Connecticut Avenue, NW, Washington DC 20009, USA. Tel: 202-8848000; Fax: 202-8848977; Email: linkages@aed.org; Website: www.linkagesproject.org ● WABA, PO Box 1200, 10850 Penang, Malaysia. Fax: 604-6572655; Email: waba@streamyx.com; Website: www.waba.org.my



**Statement by UNICEF to the Committee on Maternity Protection,
International Labour Conference,
88th Session, Geneva, 30 May to 15 June 2000**

At last year's discussion before the Committee on Maternity Protection, UNICEF highlighted the significant advances in scientific knowledge on the needs of women and their children during the first months of life. Reference was made to Report V(1), Maternity protection at work, which states that "(t)he promotion of breastfeeding has become a part of national health policy for compelling medical reasons" and that "(e)xclusive breastfeeding can contribute to significantly reducing the incidence, severity and duration of common illnesses among newborns, in particular upper respiratory infections, gastrointestinal infection and otitis media." Worldwide, reduction of artificial feeding and improved breastfeeding practices could save an estimated 1.5 million children a year. It would also lower mothers' lifetime risks of breast and ovarian cancer and osteoporosis.

UNICEF also took the opportunity last year to point out that women have a right to breastfeed their children, and that breastfeeding is an essential component in assuring the child's right to the highest attainable standard of health. This latter aspect is enshrined in Article 24 of the Convention on the Rights of the Child, which is binding on all governments in the world with the exception of the USA and Somalia. This means that governments are under an obligation to ensure an environment that empowers women to breastfeed their children if they choose to do so. Working women do not lose the right to this enabling environment because they are in paid employment.

UNICEF thus in 1999 expressed its disappointment that the re-negotiation of the MPC was not being seized as an opportunity to increase the protection of working mothers, and indeed, as far as the right to nursing breaks was concerned, there was an attempt to take away a right that women had enjoyed since 1919. Thankfully the heated debate around this issue last year resulted in the reintroduction of the right to nursing breaks in the proposed Convention.

In the coming days the proposed Convention and Recommendation will be discussed and agreed upon by the Committee. The final instruments will influence the way the rights of working mothers are respected or denied around the world for many years to come. The Secretary General has reminded us that human rights lie at the heart of all that the United Nations aspires to achieve. We must thus ensure that the Convention and the Recommendation protect, respect, facilitate and fulfill the rights of children and women. These instruments must recognise the fundamental contribution of women to the welfare of the family and to the development of society. They must recognise the social significance of maternity and the fact that the upbringing of children requires a sharing of responsibility between men and women and society as a whole. To achieve this, UNICEF believes that the instruments should thus provide for the following rights:

The Proposed Convention should provide for:

1. Sixteen weeks of paid maternity leave. This is a revision of Article 3, Report IV (2B), which provides for maternity leave of not less than 12 weeks.
2. Two half-hour remunerated breastfeeding breaks for up to one year, a revision of Article 9, Report IV (2B), which provides for only one or more daily breaks without mention of duration of breaks or entitlement.
3. A safe, clean and private space for breastfeeding or expression of breastmilk at the workplace. This is a revision and movement to the Convention of point 10 in the draft R, Report IV (2B).

The ILO Maternity Protection Recommendation 2000 must provide:

1. At least six months paid maternity leave after birth. This is a revision of point 1(1) in the draft Recommendation, Report IV (2B), which provides for 16 weeks.
2. One half-hour breastfeeding break for working mothers of young children between the ages of one and two years. This is a new recommendation which UNICEF feels is important given the recommended duration of continued breastfeeding (2 years or beyond).

UNICEF believes that the adoption of these provisions will be a major step towards the realization of every woman's right to breastfeed her children and of the child's right to the highest attainable standard of health. The adoption and implementation of these provisions will have a significant effect on mother and child health in every country around the world, and will send a clear message that as in all other areas of United Nations activity, in the field of labour issues, human rights take precedence. ■



WHO Statement to the International Labour Conference,
88th Session, Geneva, 2 June 2000
HEALTH ASPECTS OF MATERNITY LEAVE AND MATERNITY PROTECTION

Pregnancy and childbirth are at the core of human development and adequate attention to the health and well-being of the pregnant woman and her infant is a concern for the society as a whole. WHO affirms the human right of women to go safely through pregnancy and childbirth. Most deaths of mothers associated with pregnancy and childbirth are avoidable and high rates of maternal mortality can be considered as a violation of women's right to life. Breastfeeding promotes child health and development and is an essential part of assuring children's right to health.

This statement provides information on women's and infant health as it relates to the revision of ILO Maternity Protection Convention No 103 and Maternity Protection Recommendation No 95. It complements previous information provided by WHO to ILO on the issue in 1951 and in 1997. WHO recently reviewed the scientific evidence on the health implications of maternity leave & maternity protection.

Concerning *Health in Pregnancy*, WHO's assessment of available evidence indicates that:

- A pregnant woman should have the opportunity to attend a minimum of four antenatal care visits, the first visit early in pregnancy and one visit after week 36, in order to identify and manage complications in a timely manner.
- Provisions are needed for rest breaks or alternatively shorter working hours during pregnancy.
- A pregnant woman needs to work in a safe and healthy environment. The mother and her infant need to be protected from noxious agents and therefore an assessment of work place exposure to biological, chemical and physical hazards is needed. Appropriate adjustments may be needed in the conditions of work for women who are pregnant to eliminate or minimize the risks as these noxious agents may cause spontaneous abortion, central nervous system damage, growth defects and congenital abnormalities to the infant.
- A pregnant woman needs to have a reduced physical work load, and no night work during the second half of pregnancy as it may cause ill health to the mother, provoke preterm birth or infants with low birth weight. Physical workload includes, for example, ergonomically strenuous postures (stooping and squatting), prolonged standing or walking, heavy lifting, and pushing or pulling.
- Therefore, a pregnant woman needs complete absence from work from week 34 to 36 depending on her health status & physical workload.

Concerning the Health of the Mother and the Infant during and after childbirth, WHO's assessment of available evidence indicates that:

- During delivery the woman and child need, as a minimum, a skilled birth attendant to manage normal childbirth, to prevent, recognize and manage complications in a timely way and transfer to a referral hospital, when needed.
- A period of absence from work after birth is of utmost importance to the health of the mother and the infant. This is conducive to both the optimal growth of the infant and the bonding between mother and infant. Absence from work also allows the mother to recover. The time needed depends on her health before, during and after birth, as well as on the health of the infant and whether or not the birth was complicated. After delivery maternal health problems that may arise include infection, anaemia, depression, backache, anxiety & extreme tiredness.
- Breastfeeding is a major determinant of infant health. There is ample evidence on the advantages of breastfeeding for child health and development and for the prevention of child mortality and morbidity. Infants who are exclusively breastfed (that is, receiving only breastmilk and no other food or drink) for at least 4 months have significantly less gastrointestinal and respiratory illness including ear infections and asthma, than those who are not breastfed. Breastfeeding is particularly important for the preterm and/or low birth weight infant. WHO recommends that infants should be exclusively breastfed on demand from birth for at least 4 and, if possible, 6 months of age and should continue to be breastfed together with adequate complementary food until the age of 2 years or beyond. Women who are unable to breastfeed on demand are at increased risk of stopping breastfeeding prematurely.
- In conclusion, women need at least 16 weeks absence from work after delivery.

Concerning Special Facilities and Services for Nursing Mothers and their Children:

- Child-care facilities at or near the workplace are ideal for continuing breastfeeding after return to work. If this is not possible, mothers need facilities where they can breastfeed or express and store breastmilk. The requirements for such facilities are that they are safe, clean and private. The requirements are similar to those for preparing safe food: that they are clean and have clean water available for washing hands and manipulating utensils.
- The minimum requirements to allow women to continue breastfeeding are two breaks from work daily of 30 minutes each, not taking into account time needed for transportation, upon return to work and for the first year of life of the breastfeeding child.

Concerning Additional Provision for Maternity Leave Under Abnormal Circumstances:

- If the woman or the infant is ill, i.e. in the event of complications of pregnancy, she and the infant will need more extensive health care and leave.

WHO wishes to emphasize the importance of adopting these provisions for the fulfillment of women's human rights to health and life. The Convention and the Recommendation with these provisions included will have a major impact on the health of women and children worldwide. ■

BREASTFEEDING: WHO BENEFITS? WHO PAYS?

✓ When babies are well-fed

Everyone benefits when children get the nourishment they need in order to develop their full potential—as students, as family members, as the next generation of workers.

✓ When women are healthier

Everyone benefits when women are protected from iron-deficiency anemia. Breastfeeding mothers rebuild their bodies' iron stores better after pregnancy because the return of menstruation is delayed. Everyone benefits when older women have lower rates of osteoporosis and breast and ovarian cancers. Breastfeeding reduces women's risk of these diseases.

✓ When babies are strong and resist infections

Everyone benefits when babies are protected against ear and respiratory infections and diarrhoea. Caring for sick babies uses time and money and takes parents away from their jobs.

✓ When milk for babies is produced at home, not purchased

Everyone benefits when mothers provide milk, their own natural resource. Buying breastmilk substitutes can cost a family from 5% (New Zealand) to 50% (Indonesia) to more than 200% (Nigeria) of the national minimum wage. For a nation, importing baby milks and foods uses up scarce foreign exchange.

Mothers' milk is rarely recognized as having any market value.

In Mali, the GDP would increase by 5% if human milk, based on a value of \$1 US per liter, were included.

Everyone benefits when babies are breastfed.

Everyone should share the costs.

✓ Women in the workforce

Women supply the main financial support for 30% of the world's homes.

Women make up 50% of potential workers.

Increasing numbers of women are spending their childbearing years in the workforce. By 2010, it is predicted that 70% of women will be employed during their childbearing years.

The purpose of maternity protection at the workplace is to safeguard the childbearing woman, her baby, and her job.

In the USA, the Aetna company reports a \$2.18 return on investment for every \$1.00 spent on breastfeeding support for employees.

✓ Workplace effects when workers have babies

If women workers leave the job when they have children, employers bear the costs of high turnover, including recruitment, hiring, orientation, and training of new workers.

If workers are distracted by family concerns such as sick children, employers bear the costs of increased absenteeism and lower productivity.

By acknowledging and accommodating workers' family concerns, employers reap the benefit of increased productivity and employee loyalty.

An efficient, stable, and loyal workforce gives a competitive advantage to the employer.

This document was prepared by Chris Mulford, ILCAWABA, as part of the enclosures for the Maternity Protection Campaign kit. Produced by the Maternity Protection Coalition (MPC), comprising of the International Baby Food Action Network (IBFAN), the International Consultant Association (ILCA), the Linkages Project and World Alliance for Breastfeeding Action (WABA), with technical assistance from International Maternal & Child Health (IMCH), Uppsala University, Sweden and United Nations Children's Fund (UNICEF). The MPC supports women's right to breastfeed and work, by advocating for implementation and monitoring of improved maternity protection entitlements • IBFAN/GFA, CP 157, CH-1211 Geneva 19, Switzerland. Fax: 41-22-7984443, Email: info@gifa.org • ILCA, 1500 Sunday Trail, Suite 102, NC Raleigh, NC 27607, USA. Tel: 919-7875181, Fax: 919-7874916, Email: info@ilca.org • IMCH, Dept of Women's and Children's Health, Uppsala University, Entrance 11, S-751 85 Uppsala, Sweden. Tel: 46-18-6115958, Fax: 46-18-508013 • The Linkages Project, Academy for Educational Development, 1825 Connecticut Avenue, NW, Washington DC 20009, USA. Tel: 202-8948000, Fax: 202-8948977, Email: linkages@aetna.org Website: www.linkagesproject.org • WABA, PO Box 1200, 10850 Penang, Malaysia. Fax: 604-6372655, Email: waba@treasury.com Website: www.waba.org.my

MATERNITY ENTITLEMENTS THAT FULLY SUPPORT BREASTFEEDING

Global public health recommendations are *exclusive breastfeeding* (nothing but human milk) for babies until *six months* of age, then continued breastfeeding with added complementary foods until *two years* of age or beyond. The challenge is to sustain breastfeeding at this level when a woman is employed, for milk production depends on frequent feeding. She can offset the effects of separation from her baby if she can express her milk at the workplace, and she can carry the expressed milk home for her baby. Breastfeeding women need time, space and support from her workplace and family to be able to follow the global recommendations. What arrangements enable a mother to follow these recommendations?

Maternity Leave

- It takes time to establish breastfeeding well. 14-18 weeks is the minimum that was set by the International Labour Organisation in 2000. Six months would be ideal.
- When leave is paid, more women will be able to use it.
- Flexibility is desirable, such as returning to work part-time at first.

Cost of Maternity Leave

- income replacement for the worker on leave
- replacement worker during her absence
- re-training if needed when she returns

Breastfeeding Breaks after returning to the job

- A 30-minute break for every four work hours is typical.
- Women need more frequent breaks at first, then less frequent breaks as the baby gets older.
- Break time should be paid time if other types of break (such as smoking breaks, toilet breaks, lunch breaks, coffee breaks) are paid.

Cost of Breastfeeding Breaks

- Two half-hour breaks per 8-hour day add up to 1 hour per day or 12.5% (1/8) of a day's pay.
- In some jobs, a replacement worker or a rearrangement of shifts is needed to cover workers during their breaks.

The worker who has taken care of her baby and herself by nursing or expressing milk returns to her task physically comfortable, knowing her baby's milk supply is secure, and ready to work efficiently.

Facilities

A breastfeeding woman needs

- Easy access to a small, clean space with room to sit down and a door, screen, or curtain
- Access to a sink and tap
- Secure storage for her milk, such as a locker, or space for a small cooler at her work station

Cost of Facilities

- The physical components of breastfeeding facilities are already present in workplaces that provide space where workers can eat and wash their hands. What is needed is a creative approach to ensure that women are assured a private place where they can relax and be protected from interruption.

Day-care facilities

- Facilities for child care at or near the workplace allow mothers to breastfeed during breaks in the work day.

Babies who do not breastfeed are sick more often and for longer periods than exclusively breastfed babies. Workplace breastfeeding support programmes in the US resulted in a 28% decrease in absenteeism and a 36% drop in sick child health care costs.

In India, if an increase in exclusive breastfeeding prevented only one episode of diarrhoea per child per year, the money saved would exceed the national budget for child health. Lactation amenorrhoea (delay of menses) is by far the top contraceptive in the country, with a value equal to nearly half the budget for the national family planning programme.

Support

Encouragement and support from employers, fellow workmates, and family cost nothing but have immeasurable value for new mothers returning to work.

How to fund maternity entitlements

There are many possible ways to finance maternity entitlements. Funding can come from compulsory social insurance schemes, just like other programs that support workers, such as pension, disability, and unemployment benefits. Other methods include credit funds, health fund schemes, cooperatives, and mutual benefit societies.

Supporting working women to sustain breastfeeding brings positive effects in terms of less infant illness and less parental absenteeism, a bonus for both families and employers.

Everyone benefits when babies are breastfed. Everyone should share the costs.

This document was prepared by Chris Mulford, ILCA/WABA, as part of the enclosures for the Maternity Protection Campaign kit. Produced by the Maternity Protection Coalition (MPC), comprising of the International Baby Food Action Network (IBFAN), the International Consultant Association (ILCA), the Linkages Project and World Alliance for Breastfeeding Action (WABA), with technical assistance from International Maternal & Child Health (IMCH), Uppsala University, Sweden and United Nations Children's Fund (UNICEF). The MPC supports women's right to breastfeed and work, by advocating for implementation and monitoring of improved maternity protection entitlements. IBFAN/GIFA, CP 157, CH-1211 Geneva 19, Switzerland. Fax: 41-22-7984443; Email: info@gifa.org • ILCA, 1500 Sunday Trail, Suite 102, NC Raleigh, NC 27607, USA. Tel: 919-7875181; Fax: 919-7874916; Email: info@ilca.org • IMCH, Dept of Women's and Children's Health, Uppsala University, Entrance 11, S-751 85 Uppsala, Sweden. Tel: 46-18-6115938; Fax: 46-18-508013 • The Linkages Project, Academy for Educational Development, 1825 Connecticut Avenue, NW, Washington DC 20009, USA. Tel: 202-8848000; Fax: 202-8848977; Email: linkages@aed.org; Website: www.linkagesproject.org • WABA, PO Box 1200, 10850 Penang, Malaysia. Fax: 604-6572655; Email: waba@streamyx.com; Website: www.waba.org.my

Publications Catalogue



Ref: G12

The Breastfeeding Movement A Sourcebook

Compiled by Lakshmi Menon with Anwar Fazal, Sarah Anin and Susan Siew

This is exactly the book that breastfeeding advocates need – history, information and documents all in one. From Cicely Williams's historical speech on Milk and Murder in 1939 to the current Global Strategy for Infant and Young Child Feeding, the Sourcebook is a compilation of selected documents significant to the breastfeeding movement. A useful

feature of the book is a list of selected bibliography, internet resources, key contacts, events, songs, poems and illustrations for ideas. As HIV and infant feeding is a growing concern for the breastfeeding movement, a section is dedicated to the subject.

296 pages US\$ 30.00



Ref: E4

Maternity Protection at Work A Breastfeeding Perspective

This campaign kit contains relevant and concise information for easy use to advocate for the protection of and improvements for breastfeeding mothers at workplaces using the ILO Convention 183. It also outlines a simple step-by-step plan for a maternity protection campaign that provides practical suggestions for groups intending to undertake the issue. The kit is a joint publication by the Maternity Protection Coalition, comprising of IBFAN, ILCA, the LINKAGES project and WABA, with technical assistance from the International Maternal & Child Health, Uppsala University, Sweden and UNICEF.

AGES project and WABA, with technical assistance from the International Maternal & Child Health, Uppsala University, Sweden and UNICEF.

US\$ 10.00



Ref: B13

2004 – World Breastfeeding Week Action Folder. Exclusive Breastfeeding: The Gold Standard

10 Folders + 2 Posters (Full Colour),
US\$ 15.00

Ref: G13

The Golden Bow Metal Pin and Bookmark

A beautifully crafted metal pin that comes with a bookmark. The bookmark carries the meaning of the golden bow and is hot stamped in golden colour.

US\$ 1.00



Ref: B14

World Breastfeeding Week (WBW) Action Folders & Posters

A complete collection of WBW Action Folders and posters since its inception in 1993, including the latest in the series, the 2004 – Exclusive Breastfeeding: the Gold Standard. A must have for breastfeeding advocates around the world. The full set would include:

- 1993 Women, Work and Breastfeeding: Everybody Benefits
- 1994 Protect Breastfeeding: Making The Code Work (Photocopied version only available)
- 1995 Breastfeeding: Empowering Women
- 1996 Breastfeeding: A Community Responsibility (Photocopied version only available)
- 1997 Breastfeeding: Nature's Way
- 1998 Breastfeeding: The Best Investment
- 1999 Breastfeeding: Education for Life
- 2000 Breastfeeding: It's your Right
- 2001 Breastfeeding in the Information Age
- 2002 Breastfeeding: Health Mothers & Healthy Babies
- 2003 Breastfeeding in a Globalised World for Peace and Justice
- 2004 Exclusive Breastfeeding: the Gold Standard and
- 1998-2003 Posters in full colour

12 Action Folders & 6 Posters US\$ 20.00



The World Alliance for Breastfeeding Action (WABA) is a global network of individuals and organisations concerned with the protection, promotion and support of breastfeeding based on the Innocenti Declaration, the Ten Links for Nurturing the Future and the WHO/UNICEF Global Strategy for Infant and Young Child Feeding. Its core partners are International Baby Action Food Network (IBFAN), La Leche League International (LLL), International Lactation Consultant Association (ILCA), Wellstart International, Academy of Breastfeeding Medicine (ABM) and LINKAGES. WABA is in consultative status with UNICEF and an NGO in Special Consultative Status with the Economic and Social Council of the United Nations (ECOSOC).

Ref : C12

WABA Activity Sheets

A series of 11 Activity Sheets that will assist breastfeeding groups with their activities to protect, promote and support breastfeeding and in particular, to provide action ideas that can be used during World Breastfeeding Week. The full set would include:

- *Breastmilk: A World Resource
- * Mother-to-Mother Support for Breastfeeding
- * Transforming Health Colleagues into Breastfeeding Advocates
- * Breastfeeding: A Feminist Issues
- * Breastfeeding and the well being of Families
- * Maternity Legislation: Protecting women's right to breastfeed
- * Protection, Support and Promotion of Breastfeeding
- * Training Health Workers in Breastfeeding Management
- * Developing a National Report Card on Breastfeeding
- * Breastfeeding and the Food Security
- * Maternity Protection: Making it work

A full set of 11 Sheets

(Each sheet is between 4-8 pages, printed in B/W)

US\$ 10.00



Ref: G3

Breastfeeding

The Best Investment

This report takes a look at how hundreds of breastfeeding advocates from 50 countries around the globe organised activities and campaigns to promote breastfeeding during the World Breastfeeding Week of 1998.

44 pages US\$ 8.00



Ref: D4

Global Participatory Action Research (GLOPAR)

The GLOPAR Project was conceived by WABA in 1993 as part of a long term effort to mobilise groups and individuals around the world to protect, promote and support breastfeeding. This set of 3 books expounds in detail the three key elements in action research.

1. Investigating Breastfeeding: Questions, ideas and issues to explore

A guidebook that offers local groups and researchers a wealth of ideas on what to ask, and who to ask and what to do with the answers about the knowledge, attitudes and practices that affect breastfeeding. (28 pages)

2. Presenting Breastfeeding: A guide to reporting on the state of breastfeeding in your country

This guide to reporting, gives ideas on how you can select information, choose the right reporting format and how to target information to appropriate people. (20 pages)

3. Action on Breastfeeding: A guide to participatory training and participatory learning

This guide book highlights key issues that we all face in trying to learn, understand and apply participatory techniques in the promotion of national breastfeeding. It has relevance for people, not only in the field of human nutrition, but also for those working in any area where strategic planning is needed and where full participation of the people, the groups and the communities which are affected are needed to ensure that planning is sustainable and realistic. (34 pages.)

A set of 3 books, printed in B/W. US\$ 20.00



MOTHER-FRIENDLY WORKPLACE INITIATIVE



Ref: E1
Being Mother-Friendly: A Practical Guide for Working Women and Breastfeeding

By Penny Van Esterik and Lakshmi Menon
Written in an easy to understand style, this guidebook provides information and advice on how women can combine breastfeeding while resuming work. Available in English and French
84 pages, US\$ 20.00



Ref: E2
Women's Rights to Maternity Protection: Information for Action

The purpose of this book is to help advocates to maternity protection to review laws in their own countries and compare them with provisions in their workplaces. This book is intended as a catalyst for action where information is presented on maternity protection for employed women in a framework that is useful.

86 pages US\$ 13.00



Ref: E3
Breastfeeding, Women & Work: Human Rights and Creative Solutions

1998 Philippines Workshop Report
WABA together with ARUGAAN, organised a five-day workshop based on the mother baby friendly workplace initiative in Quezon City, Philippines. This report highlights the current issues on the topic of

Breastfeeding and Women's Work. The articles within present WABA's position on issues such as feminism, human rights, maternity legislation, mother and baby-friendly workplaces, support systems, advocacy and strategies and tools for change.

42 pages US\$ 7.00

CHILDREN'S EDUCATIONAL MATERIALS



Ref: F1
Breastfeeding: Nature's Way - Comic Book

WABA's comic bookler, is a fun way for children aged 9 and above to learn how breastfeeding contributes to a healthier child and the environment. Available in English and French.

12 pages US\$ 4.00



Ref: F2
Breastfeeding: Nature's Way - Colouring Book

This colouring book is recommended for young children aged four to eight. They'll have fun colouring the images while learning about breastfeeding and the environment. Available in English and French.

16 pages US\$ 4.00



Ref: G1
Milk, Money and Madness: The Culture and Politics of Breastfeeding
By Naomi Baumslag & Dia L. Michels

The authors examine the issue of breastfeeding, clearly drawing the line between fact and fiction. They show how a product created to help sick children and foundlings was transformed into a powerful international industry with revenues of USD22 million a day. They investigate how an intimate and self-affirming life experience that is responsible for the survival of our species has been reduced to "just one feeding option".

257 pages US\$ 18.00



Ref: G2
Breastfeeding, Women & Work: The Maternity Protection Campaign

This is a report on the advocacy efforts of the Maternity Protection Coalition (MPC) to ensure stronger global standards on maternity protection. The MPC played a significant role in both the 87th and 88th ILO Conference in terms of raising public awareness and educating delegates from the trade unions and governments on the importance of breastfeeding and maternal health and how breastfeeding is a right of all working women.

76 pages. US\$ 10.00

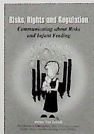


Ref: G6
Healthy Documents
A Sourcebook on important documents & instruments that impact on people's health
Compiled by Lakshmi Menon

This book is a compilation of important documents on people's health made at

international meetings. It also includes international covenants, treaties, programmes and platforms of action which support these declarations and which are ratified by various governments. It is an important action tool to promote people's health, with resolutions, declarations, charters and United Nations (UN) instruments on health at your fingertips. It will also make a good reference book in your resource centre.

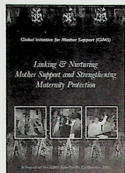
222 pages US\$ 20.00



Ref: G7
Risks, Rights and Regulation
Communicating about Risks and Infant Feeding (2nd Edition)
By Penny Van Esterik

This book highlights the difficulties of translating the toxicological evidence into language that the public can understand and use, particularly in the face of commercial interests that benefit from casting doubts on breastfeeding.

104 pages US\$ 8.00



Ref: G8
Global Initiative for Mother Support (GIMS)
Linking & Nurturing Mother Support and Strengthening Maternity Protection
 A Report of the GIMS Asia-Pacific Conference 2002

Over one hundred and fifty people from over 25 countries gathered and met in Kuala Lumpur in 2002 to highlight good support practices that already exist, explore new support measures, share experiences across different cultural contexts and launch a GIMS network in the region, that would support mothers during pregnancy, birthing, breastfeeding and child care. This report covers the 5-day event including all the keynote addresses, plenary sessions and conference outcomes.
68 pages US\$ 10.00



Ref: G9
HIV & Infant Feeding
A report of WABA-UNICEF Colloquium

The Colloquium was held in 2002 in Arusha, Tanzania, the first meeting focused on HIV/AIDS and infant feeding that brought together 165 relevant key players in the areas of both prevention of mother-to-child transmission (PMTCT) and breastfeeding. Participants included representatives from breastfeeding NGO's, NGO's working in the area of PMTCT, UN agencies, donor agencies, governments and researchers in the area of HIV and infant feeding. This report covers the 2-day event including all the keynote addresses, plenary sessions and colloquium outcomes.
90 pages US\$ 10.00



Ref: G4
Images of Breastfeeding Worldwide
A Visual Source Book for Community Action
 Compiled by Susan Siew

This book contains over 450 images from 57 countries celebrating the diverse and rich visual expressions of breastfeeding and the special relationship between mother and child. This collection can be used as visual aid in communicating breastfeeding situations, processes, maternal and child nutrition and also in classes on art, environment, society and culture, food security, human rights, health and development issues.

184 pages US\$ 25.00



Ref: G10
First Food, First Right
 By Anwar Fazal

This book is a selected collection of inspiring speeches and writings of Anwar Fazal whose vision, ideas and strategies for action have contributed to WABA becoming a movement. It serves to bring to our consciousness that breastmilk is human being's first food and breastfeeding is the first human right. First Food, First Right will inspire readers to join the struggle to keep alive the breastfeeding movement.
82 pages US\$ 8.00



Ref: G11
Moving Forewords
 By Anwar Fazal

This book is a delightful collection of forewords written by Anwar Fazal in 32 publications dealing with such diverse subjects such as peace and justice, environment, habitat, health, urbanisation and consumer issues. These moving forewords serve to provide strength, courage and inspiration to help readers move forward in social activism and make a real difference to our world.
97 pages US\$ 8.00



Ref: A1
Nurturing the Future
our first five years
 by Sarah Amin

The birth and growth of the World Alliance for Breastfeeding Action (WABA) is captured beautifully in this book. The development of such a comprehensive network of networks, which involves every major stream of work to protect, promote and support breastfeeding is explained in detail.
110 pages, US\$ 18.00

For more information, please contact:

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Publications Order Form



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Protects, Promotes and Supports Breastfeeding Worldwide

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The Maternity Protection Campaign Kit

A BREASTFEEDING PERSPECTIVE

A joint publication by the Maternity Protection Coalition



with technical input from IMCH and UNICEF

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Finally, we thank all the women and men in many different walks of life, who understanding the value of breastfeeding, are ready to advocate and campaign for better maternity protection laws at whatever level they can.

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12 May 2003

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- Breastfeeding and the Workplace
- Fourth World Conference on Women 1995, Beijing Platform for Action

About this Campaign Kit

This *Campaign Kit* on maternity protection at the workplace was put together by members of the Maternity Protection Coalition (MPC).¹ We have been working together since 1998, when we met in the Philippines to learn about the International Labour Organization (ILO) and the revision of its Maternity Protection Convention. In 1999 and 2000, as NGOs (non-governmental organisations), we followed the debates of the ILO Committee on Maternity Protection in Geneva. We worked closely with the international trade unions to keep breastfeeding on ILO's maternity protection agenda — and in the text of the revised Maternity Protection Convention, 2000 (C183).

After C183 was adopted in 2000, the international trade unions began campaigning for its ratification and have already produced a C183 ratification kit, *Maternity Protection ILO Convention No. 183: a New Standard for a New Century* published in 2001 by the Public Services International, the International Confederation of Free Trade Unions and the Education International.

Our campaign kit adds a specific “breastfeeding” perspective in particular the health and nutrition perspective. It contains materials for campaigners who may lack specific information about breastfeeding as a maternity protection issue. It is also designed to prepare breastfeeding advocates to better understand the ILO Convention 183. It should assist them to campaign for ratification of the Convention, for stronger national legislation, or for better maternity protection policies, for improved maternity benefits and workplace conditions so that women are able to continue breastfeeding and working in the best conditions possible.

The *Campaign Kit* is a tool for breastfeeding advocates. The information contained in this Kit is relevant, concise and simple to use. We hope that this Kit is general enough to be applicable in a variety of different situations and settings. The *Kit*, we hope will not only contribute to facilitating the maternity protection campaign but will also help develop a country-specific campaign tool which could be used for other campaigns. Finally we hope this *Kit* will also serve to inspire breastfeeding advocates to build alliances, influence public opinion and strengthen the breastfeeding movement.

¹ The Maternity Protection Coalition: IBFAN (International Baby Food Action Network), ILCA (International Lactation Consultant Association), LINKAGES, WABA (World Alliance for Breastfeeding Action). With technical support from IMCH (International Maternal and Child Health—Uppsala, Sweden) and UNICEF (United Nations Children's Fund—New York).

A Look inside the Campaign Kit

Section 1: Introduction briefly analyses the role of women at work—in both the visible and the invisible economies—and puts that role in parallel with women’s reproductive role—defined as a social rather than a private responsibility. In this context breastfeeding becomes a central aspect of any maternity protection campaign.

Section 2: Key elements of maternity protection explains the key features of maternity protection at work: scope, leave, benefits, health protection, job protection and non-discrimination, breastfeeding breaks, and breastfeeding facilities in general and in relation to ILO C183 and R 191.

Section 3: Intervention Instruments and Levels for Maternity Protection at Work introduces the legal framework for advocacy at global/international, regional, national, and local levels.

Section 4: ILO and the ratification process focuses on the International Labour Organization, tells how it works and explains the ratification process.

Section 5: Breastfeeding, the heart of our matter explains the importance of breastfeeding. It includes handouts that will be useful to raise awareness about breastfeeding issues in general.

Section 6: Organising a maternity protection campaign is a step by step guide to help carry out a successful campaign. It also includes seven action tools to assist in the campaign.

Section 7: Imaginative legislation showcases some notable national laws and the processes leading to them.

Section 8: Creative workplace solutions looks at some companies that have found how providing maternity protection can be a “win-win” situation.

Section 9: Resources is a select list of book titles and articles on the topic of maternity protection at work and useful addresses.

Section 10: Tools for Action is a collection of basic documents related to maternity protection, breastfeeding and human rights.

Pages are numbered within each section so that you can keep your kit in the original order. Each section is independent to facilitate making copies for handouts whenever necessary, and also to allow you to add more items. By adding your experiences to this kit as your campaign develops, you can make it into your own personalised action tool.

We hope this *Campaign Kit* will be a useful guide for your campaign.

Good luck!

Abbreviations

ASEAN	Association of South East Asian Nations	ICFTU	International Confederation of Free Trade Unions
AU	African Union	ILCA	International Lactation Consultant Association
BBF	Bangladesh Breastfeeding Foundation	ILO	International Labour Office
BFHI	Baby-Friendly Hospital Initiative	ILO	International Labour Organisation
C3	ILO Maternity Protection Convention, 1919 (No. 3)	IMCH	International Maternal and Child Health, Uppsala University, Sweden
C103	ILO Maternity Protection Convention, 1952 (No. 103)	MERCOSUR	Common Market of the South (Spanish acronym)
C183	ILO Maternity Protection Convention, 2000 (No. 183)	MFWI	Mother-Friendly Workplace Initiative
C184	ILO Safety and Health in Agriculture Convention, 2001 (No. 184)	MOH	Ministry of Health
CBA	Collective Bargaining Agreement	MOJ	Ministry of Justice
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women	MOL	Ministry of Labour
CONOSUR	Network of centres and organisations in southern countries of Latin America: Argentina, Brazil, Bolivia, Chile, Paraguay and Uruguay	MOU	Memorandum of Understanding
CRC	Convention on the Rights of the Child	MP	Maternity Protection at the workplace
ECOSOC	Economic and Social Council of the United Nations	MPC	Maternity Protection Coalition
EI	Education International	MPC	Maternity Protection Campaign
EU	European Union	NAFTA	North American Free Trade Agreement
GIFA	Geneva Infant Feeding Association	NGO	Non-Governmental Organisation
GNP	Gross National Product	PSI	Public Services International
IBFAN	International Baby Food Action Network	R95	ILO Maternity Protection Recommendation, 1952 (No. 95)
ICCPR	International Covenant of Civil and Political Rights	R191	ILO Maternity Protection Recommendation, 2000 (No. 191)
ICDC	International Code Documentation Centre	SADC	South African Development Community
ICESCR	International Covenant on Economic, Social and Cultural Rights	UDHR	Universal Declaration of Human Rights
		UN	United Nations
		UNICEF	United Nations Children's Fund
		WABA	World Alliance for Breastfeeding Action
		WCL	World Confederation of Labour
		WHA	World Health Assembly
		WHO	World Health Organization



Introduction: Women, Work and Breastfeeding

Women, work and breastfeeding is a topic that has often been set aside because of the controversies involved and the difficulty of arriving at clear-cut solutions. Women often find themselves pulled in two directions between *reproduction* (childbearing and breastfeeding) and *production* (work, paid and non-paid). Both of these are important aspects of women's lives and they should not have to choose between them. Women have customarily borne the brunt of finding ways to integrate these two aspects of their lives, with little support from society. Maternity protection at the workplace is one such type of support that society can provide.

As a basic biological function, it is women who bear babies. A woman becomes pregnant and gives birth, and from that point on, she is a mother. Lactation, the next and final step in the process of bearing a child, is different from pregnancy and birth, for it is a function that mothers can choose to continue, by breastfeeding the baby, or to cut short, by using a substitute for breastfeeding. The vast majority of women around the world do breastfeed, but many women introduce other foods and drinks prematurely, stop breastfeeding early, or decide to use artificial substitutes instead of breastfeeding – often because they have other work to do (or are misled by company promotion).

Women working

Women have *always* worked, either within their homes or away from homes. Today in all parts of the world,

women still collect, grow, and prepare food stuffs, weave cloth and sew garments, take care of their homes, educate their young and tend to the physical and emotional needs of family members. These activities generally go on outside the formal economy and are thus “invisible”, unrecognised or unaccounted for in national economies.

But women are also part of the *visible* workforce – and have been for centuries. From the industrial revolution (1830s-1880s) onwards, their numbers have increased considerably, to the extent that the International Labour Organisation (ILO) now speaks of the “worldwide feminisation of the labour force and employment.”¹ And more and more women in the work force are mothers of young children.² Women work in agriculture and fisheries, in services, in industry and in the professions, they work in both the formal and the informal sectors, they work in their homes and in others' homes, in the streets and in the markets. A few manage to climb the professional ladder, but there are many more in the lesser paid, and lesser-valued, so-called “female-dominated” jobs.

Collective support for maternity

Traditional societies acknowledge the need for women to rest after childbirth and to be supported by extended family and neighbours. In many cultures new mothers are assisted for approximately 40 days, during which they attend in privacy to their own special needs and those of the newborn infant. This period often ends

1. David, N. *Worlds Apart – Women and the Global Economy*, ICFTU, March 1996, p. 7.

2. Office of Population Censuses and Surveys, Census 1981 and Census 1991. (Quoted in Noble, S. and The ALSPAC Study Team, “Maternal Employment and the Initiation of Breastfeeding”, *Acta Paediatr* 2001; 90: pp 423–438). In the US: 1982: 41% of working mothers have children under one year; in 1985 the figure reached 48%. (Quoted in Barber-Madden, R., Albanese Petschek, M., Pakter, J., “Breastfeeding and the Working Mother: Barriers and Intervention Strategies”, *Journal of Public Health Policy*, winter 1987, pp. 531–541).

with a celebration in which both baby and mother are ceremonially presented to the community.

As more women have entered paid employment, means for providing *collective support* for childbearing women have been introduced in the working world. In 1919, the very year the International Labour Organisation (ILO) was constituted, the first ILO Maternity Protection Convention (C3) was adopted. It recognised that maternity is the *social responsibility* of society at large and called for protection of individual working women in their role as mothers. Women were entitled to paid leave, to medical assistance, to job protection as well as to breastfeeding breaks when returning to work.

Most countries in the world today entitle women to maternity leave and to an array of other benefits. "It took more than three decades, several international decisions, many resolutions and standards to recognise that maternity is a 'social function' and not a handicap in employment, a privilege for which working women should not be punished on an individual basis. This principle is the basis for introducing protective measures, policies and legislation in a large number of countries."³

Maternity protection as set forth by the ILO and most national laws has two main aims:

- To *safeguard the health of mother and child*. Pregnancy, childbirth, and lactation make extra physical demands on women, therefore a period of rest before and after birth without substantial loss

of income is of prime importance. When women get paid leave it is easier for them to take time off to rest.

- To *safeguard a woman's job*, guaranteeing her the possibility to earn an income after childbirth, and to thus provide for herself and her child.

Breastfeeding

At the beginning of the 1950s, during the years that women were entering the workforce in greater numbers and sooner after childbirth, breastfeeding rates were in decline. By the mid-'70s, in many developed countries, the rate of breastfeeding had dipped to shockingly low levels. Research then began to call attention to disparities in health outcomes between breastfeeding and artificial feeding. At the international and national levels, advocacy was started in an effort to curtail inappropriate marketing of infant feeding products and to better educate and train health workers to promote and support breastfeeding.⁴

One common reason not to breastfeed is because a mother is returning to work. This is true in industrialised countries, and increasingly in other countries as well. Even when a mother begins breastfeeding, her work usually interferes with her opportunity to sustain it. Most employed mothers require a modification of the conditions under which they work if they are to reach the World Health Organization's global recommendation of six months of exclusive breastfeeding and continued breastfeeding until two years and beyond.⁵

3. International Labour Organization. *Women at Work, Protection of Working Mothers: An ILO Global Survey (1964-1984)*, No 2, 1984, p. 1.

"Bearing children is an important contribution to the continuation of future generations. Responsibility for maternity protection involves more than just favouring the mother and child dyad; investing in health promotion and protection for women and children is a direct entry point to improved social development, productivity and better quality of life." *Ibid.*, p. 3.

4. The WHO/UNICEF *International Code of Marketing of Breast-milk Substitutes* was adopted in 1981.

5. WHO. *Infant and young child nutrition*, Resolution WHA 54.2, May 2001, and WHO, *Global Strategy on Infant and Young Child Feeding*, 2002, paragraph 10. "...As a global health recommendation, infants should be exclusively breastfed for the first six months of life to achieve optimal growth, development and health. Thereafter, to meet their evolving nutritional requirements, infants should receive nutritionally adequate and safe complementary foods while breastfeeding continues for up to two years or beyond. Exclusive breastfeeding from birth is possible except for a few medical conditions and unrestricted exclusive breastfeeding results in ample milk production.

To establish breastfeeding well, we believe that a working mother needs the following:

- Maternity leave of at least 14 weeks *following* childbirth.
- She also needs to be financially secure: her leave must be paid leave, and the benefits should equal her salary. She needs to know that she can return to her job or to a similar one at the end of her leave.
- When she returns to her work, a mother needs paid break time and a suitable place at or near the place of work to breastfeed her baby or express her milk regularly;
- She also needs to be safe from harassment or discriminatory treatment for being a breastfeeding mother.

The ILO's international minimum standard of 14 weeks set out in Convention 183, provides a good starting place for winning those modifications under the banner of maternity protection.

Breastfeeding also falls under the heading of the human right to food and nutrition, which is supported by several international human rights instruments⁶. Indeed, breastfeeding fulfils several other important human rights, as it provides health protection and care to a child as well as food. Several international documents single out the workplace specifically as an area where breastfeeding women should receive protection.⁷ They call on governments, trade unions, employers, employees, and women's groups to assist breastfeeding women in the workplace.^{8, 9}

Campaigning for maternity rights

The ILO, trade unions, professional associations, women's groups and the breastfeeding movement have long been campaigning for maternity protection at the workplace. They have prepared training kits, information sheets and booklets, held meetings and led marches. The Maternity Protection Coalition (MPCoalition)¹⁰ fully supports this work focusing on health and nutrition benefits of breastfeeding to both mother and baby. Since the adoption of C183 in 2000, the MP Coalition continues to campaign for stronger maternity protection.

This Kit is a campaign tool: it provides information to assist in *national ratification campaigns for C183, improved national legislation or better collective bargaining agreements* – always with a breastfeeding perspective. The Maternity Protection Coalition also supports efforts at grass-roots level, with the *goal of raising the awareness* of women, their families, and their communities about ways to support women to combine breastfeeding and work. To accomplish these two aims and organise campaigns that will lead to concrete success, groups such as NGOs need to join forces with others whose goals are similar. *Allies* can be found in government, in international organisations, in trade unions, in professional associations, in women's groups and the feminist movement.

This action kit aims therefore to update breastfeeding advocates with the basic information about maternity protection, international law and the ILO, as well

6. Such as the Convention on the Rights of the Child (CRC) and Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

7. For example: *Innocent Declaration*, 1990; Convention on the Elimination of All Forms of Discrimination Against Women, 1979; other ILO Conventions.

8. Fourth World Conference on Women, *Beijing Platform for Action*, *op. cit.*, paragraphs 165-c, 178-d, 179-c.

9. WHO, *Global Strategy...*, *op. cit.*, paragraphs 12, 28., 34, 45, 46 and 48.

10. In 1998, four NGOs (non-governmental organisations) – IBFAN (International Baby Food Action Network), ILCA (International Lactation Consultant Association), LINKAGES, and WABA (World Alliance for Breastfeeding Action) joined their strengths to create the Maternity Protection Coalition with technical support of IMCH (International Maternal and Child Health, Uppsala University, Sweden) and of UNICEF (United Nations Children's Fund).

provide tips for successful campaigning. It also provides detailed information on breastfeeding and breastfeeding-related issues to the trade unions, government and employers.

Although breastfeeding is finally a matter of individual choice, it is incontestably the best choice for the great majority of mothers and children. Yet there are many people who believe that it is a cumbersome and tiring "duty" for women already burdened with too many other responsibilities. As breastfeeding advocates, we uphold a woman's right to make an informed and supported decision about how she will feed her babies.

Work is a means of survival but also a social activity that is liberating when it is valued, humane, decent, and it entails some independence and empowerment. We believe that women have the same rights as men to a reliable and remunerative living and are entitled to equal treatment and equal pay.

Further, we also believe that childbearing women are entitled to maternity protection at work. Women need safe working conditions in order for pregnancies to develop normally and to minimise the effect of harmful exposures on children. Women's bodies require rest after childbirth, and during that period, they need to take time to adapt to the needs of their newborns. Finally, during the vulnerable first two years of babies' lives, mothers need to accommodate their work schedule to support and facilitate breastfeeding and care of the child.

The Maternity Protection Coalition is committed to advocating for maternity protection with a breastfeeding perspective. We hope that this Kit will serve as a useful tool for successful campaigns.

This kit is produced by the Maternity Protection Coalition (MPC), comprising of the International Baby Food Action Network (IBFAN), the International Lactation Consultant Association (ILCA), the LINKAGES Project and the World Alliance for Breastfeeding Action (WABA), with technical assistance from the International Maternal & Child Health, Uppsala University, Sweden (IMCH) and United Nations Children's Fund (UNICEF). The MPC supports women's right to breastfeed and work, by advocating for implementation and monitoring of improved maternity protection entitlements.

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Key Elements of Maternity Protection at Work

Key Elements of Maternity Protection at Work with Special Reference to ILO Convention 183 and Recommendation 191

Maternity protection at the workplace is a legal and social recognition of the contribution that women make by having babies. The International Labour Organization (ILO) first recognised the importance of maternity protection in 1919 in its third convention (C3). In 1952, a second ILO maternity protection convention was adopted (C103), and in 2000 a third. During the 20th Century, at national level most countries of the world have enacted maternity protection legislation.

There are seven key elements to maternity protection in general. These elements are: scope, leave, benefits, health protection, job protection and non-discrimination, breastfeeding breaks and breastfeeding facilities. Our goal is to have these elements implemented as a minimum standard in national legislation on maternity protection. Hence this section provides the relevant text of C183 and R191 (see box) while examining each of the seven criteria on maternity protection.

1. Scope: who is covered?

Maternity protection may be *broad* enough to cover women in all sectors of the economy, or it may be *narrow* and cover only some women. Each country sets its own conditions for eligibility. In general the scope tends to be narrow, exclusive rather than inclusive.

National legislation usually covers only women who are employed in the *formal sector*, that is, only those who have entered into a formal contract of employment and/or who have contributed to specific

SCOPE

ILO Convention 183 Article 1

For the purpose of this Convention, the term woman applies to any female person without discrimination whatsoever and the term child applies to any child without discrimination whatsoever.

ILO Convention 183 Article 2

- 1) This Convention applies to all employed women, including those in atypical forms of dependent work.
- 2) However, each Member which ratifies this Convention may, after consulting the representative organisations of employers and workers concerned, exclude wholly or partly from the scope of the Convention limited categories of workers when its application to them would raise special problems of a substantial nature.
- 3) Each Member which avails itself of the possibility afforded in the preceding paragraph, shall, in its first report on the application of the Convention under article 22 of the Constitution of the International Labour Organization, list the categories of workers thus excluded and the reasons for their exclusion. In its subsequent reports, the Member shall describe the measures taken with a view to progressively extending the provisions of the Convention to these categories.

ILO Recommendation 191, Item 10

- (9) Where national law and practice provide for adoption, adoptive parents should have access to the system of protection offered by the Convention, especially regarding leave, benefits and employment protection.

funding such as insurance or other such schemes. In other words, whole sectors of the economy may be excluded, for example, women working in the private sector, or in the informal sector, or independent workers.

A national law may include only full-time workers, or only women who have worked for the same employer for a minimum length of time (qualifying period) and who have been confirmed or made permanent in their jobs, or those who have paid into a benefits fund.

Moreover, a law may be used to serve a religious, or social agenda, or an economic purpose. Benefits may be reserved only for mothers who are married. They may apply only for a woman's one or two children. Leave or benefits could be distributed only once, every two or three years, thus favouring women who are able to space their pregnancies.

It should be a top priority to examine the possibilities of extending maternity protection to women in the *informal sector*, as they generally do not enjoy any formal maternity protection. Informal workers constitute a large proportion of the workers in many countries (up to 80%). Most of them are women who run their own small businesses or work for micro-enterprises, for example, selling food, tea, or vegetables in a market stall, or sewing garments in sweat shops. In general these enterprises and jobs are not officially registered, and workers have no (or very few) entitlements. These women work under harsh conditions with meagre earnings, often in temporary and seasonal activities, with little or no job security and no health or financial benefits. They are most often not organised, and as a consequence they lack most forms of protection.

The same can be said of rural women who work in the fields as farm labourers or farmers and who toil long hours doing back breaking work. Although women in agricultural work are technically not part of the informal sector they suffer the same work conditions. Maternity protection has hardly any meaning for these women even where legislation exists. However in 2001 C184 on *Safety and Health in Agriculture* was adopted by ILO to protect men and women in agriculture. Article 18 of C 184 states: "Measures shall be taken to ensure that the special needs of women agricultural workers are taken into account in relation to pregnancy, breastfeeding and reproductive health".

MATERNITY LEAVE

C183, Article 4

- 1) On production of a medical certificate or other appropriate certification, as determined by national law and practice, stating the presumed date of childbirth, a woman to whom this Convention applies shall be entitled to a period of maternity leave of not less than 14 weeks.
- 4) With due regard to the protection of the health of the mother and that of the child, maternity leave shall include a period of six weeks' compulsory leave after childbirth, unless otherwise agreed at the national level by the government and the representative organisations of employers and workers.

R191, Item 1: Maternity Leave

- (1) Members should endeavour to extend the period of maternity leave referred to in Article 4 of the Convention to at least 18 weeks.
- (2) Provision should be made for an extension of the maternity leave in the event of multiple births.
- (3) To the extent possible, measures should be taken to ensure that the woman is entitled to choose freely the time at which she takes any non-compulsory portion of her maternity leave, before or after childbirth.

Though the scope of C183 is wider than that of the previous maternity protection conventions, it still effectively excludes women working in agriculture and in the informal sector who do not benefit from work contracts. In some cases these workers organise on their own or in conjunction with existing trade unions or even with their governments. Some have set up credit funds, co-operatives, and mutual benefit societies. Organising/unionising women in the informal sector is central to facilitating long term improvements in their working conditions.

2. Leave: a period of absence from the job

Leave is the most common benefit provided for maternity protection. It may be fully paid leave, unpaid leave or partially paid leave. Where women do not get paid leave it may be difficult for the family to manage financially without the mother's usual earnings. Thus, for most women, the length of leave

LEAVE IN CASE OF ILLNESS OR COMPLICATIONS**C183, Article 5**

On production of a medical certificate, leave shall be provided before or after the maternity leave period in the case of illness, complications or risk of complications arising out of pregnancy or childbirth. The nature and the maximum duration of such leave may be specified in accordance with national law and practice.

R191, Item 10: Related Types of Leave

- (1) In the case of death of the mother before the expiry of postnatal leave, the employed father of the child should be entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave.
- (2) In the case of sickness or hospitalisation of the mother after childbirth and before the expiry of postnatal leave, and where the mother cannot look after the child, the employed father of the child should be entitled to leave of a duration equal to the unexpired portion of the postnatal maternity leave, in accordance with national law and practice, to look after the child.
- (3) The employed mother or the employed father of the child should be entitled to parental leave during a period following the expiry of maternity leave.
- (4) The period during which parental leave might be granted, the length of the leave and other modalities, including the payment of parental benefits and the use and distribution of parental leave between the employed parents, should be determined by national laws or regulations or in any manner consistent with national practice.

taken is closely connected to the amount of funds they are entitled to. Other considerations may include a woman's career path, because while she is absent she might miss opportunities for advancement or lose specific skills.

Purpose of maternity leave, taken both before and after birth, is to safeguard the health of mother and

child. A longer leave allows the mother to rest and to provide care for her child. It gives her more time to work through breastfeeding challenges and establish a routine.

Length of leave varies from country to country. Differences are considerable, running from approximately eight weeks in many countries to one year or more in a very few. Worldwide, the typical maternity leave ranges from 12 to 14 weeks. For details see Chart *Status of Maternity Protection by Country* (Section 3b).

Women in general, and their allies such as the trade unions, tend to favour a clearly defined relatively long paid leave. On the other hand, employers seem to favour supplementing a short maternity leave with annual leave, sick leave, disability leave, personal leave, or vacation.

When should leave be taken? Some laws specify that a portion should be allocated *before* the mother's due date so that she is well rested before giving birth. Many laws (including C183) impose "compulsory leave," of six weeks, *following* the birth¹, so as to prevent anyone from forcing a woman back to work before she has recovered, at least minimally.

In many countries women object to being told how to take their leave, and progressive laws tend to let women partly decide for themselves. Mothers-to-be can choose to work until confinement if they so desire and employers cannot force them to take leave before their due date. On the other hand, mothers who do choose to take leave before delivery are entitled to it by law and employers have to comply with this request. After confinement, mothers are under the obligation to take at least six weeks leave and no one, not even the woman herself can change this. When they are left to choose, most mothers tend to work as close as possible to delivery and to take as long a leave as possible after giving birth.

1. It takes an average of six weeks for women's bodies to return to normal after delivery; this is why caregivers schedule a postnatal check-up six weeks or 40 days after birth.

Related types of leave are often included in discussions about maternity protection. In many countries, one to 14 days of **paternity leave** are granted to new fathers who thus can directly participate when their baby is born, and care for mother, baby, and any other dependent members of the household.

Adoption leave is similar to maternity or paternity leave. It allows workers who become parents through adoption to enjoy the same job-protected leave as people who give birth.

In most countries that offer **parental leave**, it is available to both parents, although a portion of the leave may be assigned specifically to the father or to the mother. In many cases parental leave is gender-neutral, which protects both parents from discrimination and gives fathers the opportunity of increasing their involvement with the care of their children. The length of leave may be as short as three months or as long as three years; or it may offer the option of part-time work for some years. In general it is unpaid or only partially paid, but it does guarantee that the parent can return to the same job or a similar one.

BENEFITS

C183, Article 6

- 1) Cash benefits shall be provided, in accordance with national laws and regulations, or in any other manner consistent with national practice, to women who are absent from work on leave referred to in Articles 4 or 5.
- 2) Cash benefits shall be at a level which ensures that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living.
- 3) Where, under national law or practice, cash benefits paid with respect to leave referred to in Article 4 are based on previous earnings, the amount of such benefits shall not be less than two-thirds of the woman's previous earnings or of such of those earnings as are taken into account for the purpose of computing benefits.
- 4) Where, under national law or practice, other methods are used to determine the cash benefits paid with respect to leave referred to in Article 4, the amount of such benefits shall be comparable to the amount resulting on average from the application of the preceding paragraph.
- 5) Each Member shall ensure that the conditions to qualify for cash benefits can be satisfied by a large majority of the women to whom this Convention applies.
- 6) Where a woman does not meet the conditions to qualify for cash benefits under national laws and regulations or in any other manner consistent with national practice, she shall be entitled to adequate benefits out of social assistance funds, subject to the means test required for such assistance.

- 7) Medical benefits shall be provided for the woman and her child in accordance with national laws and regulations or in any other manner consistent with national practice. Medical benefits shall include prenatal, childbirth and postnatal care, as well as hospitalization care when necessary.

R 191, Item 2 & 3: Benefits

- (2) Where practicable, and after consultation with the representative organizations of employers and workers, the cash benefits to which a woman is entitled during leave referred to in Articles 4 and 5 of the Convention should be raised to the full amount of the woman's previous earnings or of such of those earnings as are taken into account for the purpose of computing benefits.

To the extent possible, the medical benefits provided for in Article 6, paragraph 7, of the Convention should include:

- a) care given in a doctor's office, at home or in a hospital or other medical establishment by a general practitioner or a specialist;
- b) maternity care given by a qualified midwife or by another maternity service at home or in a hospital or other medical establishment;
- c) maintenance in a hospital or other medical establishment;
- d) any necessary pharmaceutical and medical supplies, examinations and tests prescribed by a medical practitioner or other qualified person; and
- e) dental and surgical care.

Family leave broadens the focus even more than parental leave. It specifies leave that can be taken to care for *any family member*, such as a spouse, older child, or infirm parent. When campaigning, it may be easier to enlist support among workers for family leave, since almost every worker will need to use it at some point in his or her lifetime.

3. Benefits: medical care during pregnancy, confinement, and recovery, plus income replacement during leave

Medical benefits are intended to protect the health of both mother and baby by ensuring that women receive necessary maternity services that may be free or partially free of charge. This usually includes a certain number of visits to health professionals, a health care facility, and visits following birth, as well as any necessary prescribed medication. Some of the costs are covered by the national health insurance plan. Where social security is not provided, some women contribute to local health schemes or private insurance that cover some of the costs of maternity. But many women who lack maternity protection are not covered at all and they have to pay for all of these services. Women who cannot afford to pay for medical assistance may not get any prenatal care and they may give birth without adequate professional supervision.

Cash benefits replace some or all of the earnings a mother loses by being on leave. Ideally, the amount of cash benefits is supposed to be sufficient to provide a "suitable standard of living for mother and child". Without cash benefits, many women cannot even afford to take time after giving birth to rest and recover, not to mention time to establish breastfeeding. This problem is acute in the informal sector where most women earn very low salaries and/or are not included in insurance schemes.

Who pays for benefits?

It is one thing to accept collective responsibility as a principle, and quite another thing to actually provide the money. The question of how to finance maternity benefits is hotly debated. One way to finance maternity benefits is from a public insurance fund, usually

FINANCING BENEFITS

C 183, Article 6

- 8) In order to protect the situation of women in the labour market, benefits in respect of the leave referred to in Articles 4 and 5 shall be provided through compulsory social insurance or public funds, or in a manner determined by national law and practice. An employer shall not be individually liable for the direct cost of any such monetary benefit to a woman employed by him or her without that employer's specific agreement except where:
- (a) such is provided for in national law or practice in a Member State prior to the date of adoption of this Convention by the International Labour Conference; or
 - (b) it is subsequently agreed at the national level by the government and the representative organizations of employers and workers.

R191, Item 4:

Any contribution due under compulsory social insurance providing maternity benefits and any tax based upon payrolls which is raised for the purpose of providing such benefits, whether paid by both the employer and the employees or by the employer, should be paid in respect of the total number of men and women employed, without distinction of sex.

provided through a social security system. This method shares the costs broadly. But in many countries, the system of public financing is not yet well developed. Other needs, such as retirement funds/pension, disability pay, or unemployment benefits, compete with maternity protection benefits and are often given higher priority.

In countries where any kind of social security or social insurance systems are not well developed, employers are sometimes required to pay the woman's salary while she is on leave. This may act as a disincentive to hiring women, or to continuing to employ them if they become pregnant. In other systems, employers and workers share the burden by contributing to an insurance scheme.

HEALTH PROTECTION**C183, Article 3:**

Each Member shall, after consulting the representative organisations of employers and workers, adopt appropriate measures to ensure that pregnant or breastfeeding women are not obligated to perform work which has been determined by the component authority to be prejudicial to the health of the mother or the child, or where an assessment has established a significant risk to the mother's health or that of her child.

R191, Item 6

- (1) Members should take measures to ensure assessment of any workplace risks related to the safety and health of the pregnant or nursing woman and her child. The results of the assessment should be made available to the woman concerned.
- (2) In any of the situations referred to in Article 3 of the Convention or where a significant risk has been identified under subparagraph (1) above, measures should be taken to provide, on the basis of a medical certificate as appropriate, an alternative to such work in the form of:
 - a) elimination of risk;
 - b) an adaptation of her conditions of work;
 - c) a transfer to another post, without loss of pay, when such an adaptation is not feasible; or
 - d) paid leave, in accordance with national laws, regulations or practice, when such a transfer is not feasible.
- (3) Measures referred to in subparagraph (2) should in particular be taken in respect of:
 - a) arduous work involving the manual lifting, carrying, pushing or pulling of loads;
 - b) work involving exposure to biological, chemical or physical agents which represent a reproductive health hazard;
 - c) work requiring special equilibrium;
 - d) work involving physical strain due to prolonged periods of sitting or standing, to extreme temperatures, or to vibration.
- (4) A pregnant or nursing woman should not be obliged to do night work if a medical certificate declares such work to be incompatible with her pregnancy or nursing.
- (5) The woman should retain the right to return to her job or an equivalent job as soon as it is safe for her to do so.
- (6) A woman should be allowed to leave her workplace, if necessary, after notifying her employer, for the purpose of undergoing medical examinations relating to her pregnancy.

4. Health protection: protection for women and their babies from hazards in the workplace

Pregnancy, childbirth, and the postnatal period are a time of increased health risks for both mother and child. In some developing countries, the lifetime risk of maternal mortality can be as high as one woman out of 23.

The workplace can expose a woman to conditions that are hazardous for her pregnancy or her baby. Hazards include possible exposure to toxic substances, to infectious agents, to radiation, vibrations, stress, and risks of injury. National laws generally protect a pregnant or breastfeeding worker from being obliged to do work in conditions that risk her health or her child's health. Occupational safety and health regulations can require employers to make the job safer or to provide another work setting at the same rate of pay during the period of maternity protection.

Maternity protection laws safeguard maternal and child health in ways that go beyond minimising harmful exposures at the workplace. The laws protect women's and children's health by assuring that women get prenatal care, by covering the medical costs of delivery, by providing paid maternity leave for recovery from childbirth, and by supporting sustained breastfeeding after mothers return to work.

5. Job protection and non-discrimination: holding a woman's job or a job at the same level to which she can return after leave; forbidding discrimination on the grounds of maternity

Job protection and non-discrimination are central to equality of treatment and equality of opportunity for men and women.

Job protection ensures that women who take maternity leave or medical leave for reasons related to the pregnancy will regain their posts when they return to work. They are entitled to the same salary and level of responsibility. During leave, they will have accumulated seniority and other related benefits. In other words, concerning their job, they are not placed at a disadvantage relative to other workers who have not had to cope with the demands of childbearing.

**EMPLOYMENT PROTECTION AND
NON-DISCRIMINATION****C183, Article 8:**

- 1) It shall be unlawful for an employer to terminate the employment of a woman during her pregnancy or absence on leave referred to in Articles 4 or 5 or during a period following her return to work to be prescribed by national laws or regulations, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing. The burden of proving that the reasons for dismissal are unrelated to pregnancy or childbirth and its consequences or nursing shall rest on the employer.
- 2) A woman is guaranteed the right to return to the same position or an equivalent position paid at the same rate at the end of her maternity leave.

R191, Item 5:

- (1) A woman should be entitled to return to her former position or an equivalent position paid at the same rate at the end of her leave referred to in Article 5 of the Convention. The period of leave referred to in Articles 4 and 5 of the Convention should be considered as a period of service for the determination of her rights.

Worldwide, most laws protect women who are pregnant, who return from maternity leave, or who are breastfeeding, from any/or being transferred to a lower position, isolation, or being passed over for job advancement opportunities.

Discrimination applies to differentiating workers adversely on the basis of their age, creed, race or sex. In this case, it could mean not wanting to hire a young woman because she may become pregnant. **Non-discrimination** means therefore that women who are pregnant or who may become pregnant should be considered for employment on an equal basis with others, men or women. Employers should not be allowed to require a pregnancy test or proof of sterilisation as a condition of employment, nor should they be allowed to question a job applicant about her plans for childbearing. However, not all laws cover this important aspect.

This is more than an issue of gender discrimination, for childbearing women can be subject to

discrimination in relation to women who do not have children as well as in relation to men. Without protection from discrimination, breastfeeding women could even find themselves at a disadvantage in relation to other mothers who are not breastfeeding.

**6. Breastfeeding breaks: time provided
for breastfeeding or expressing milk
during the work day****BREASTFEEDING MOTHERS****C183, Article 10:**

- 1) 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.
- 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. These breaks or the reduction of daily hours of work shall be counted as working time and remunerated accordingly.

R191, Items 7 and 8

- (7) On production of a medical certificate or other appropriate certification as determined by national law and practice, the frequency and length of nursing breaks should be adapted to particular needs.
- (8) Where practicable and with the agreement of the employer and the woman concerned, it should be possible to combine the time allotted for daily nursing breaks to allow a reduction of hours of work at the beginning or at the end of the working day.

Since 1919, ILO maternity protection conventions have included breastfeeding breaks or "nursing breaks". Most national laws (more than 90 countries) provide breastfeeding breaks in some form.

The issues concerning breastfeeding breaks are

- a) the number of nursing breaks allowed in a given time period
- b) their frequency and length
- c) the length of time after birth that a worker may take nursing breaks
- d) whether breaks are paid or unpaid
- e) whether breaks are counted as working time, and

f) whether a worker loses income because she takes nursing breaks—for instance, a worker who is paid by the piece, not by the hour, or who earns a bonus based on productivity.

In general, women are entitled to two 30-minute breaks per day in every eight-hour working day for a period of approximately six to 12 months. In some countries it is possible to combine them and take them at the beginning or end of the work day. This practice shortens the total time a woman must spend away from her baby. This option may be more feasible in situations where the mother's workplace is far from where her baby is and transport is problematic.

In 2001 and again in 2002, the World Health Assembly recommended as a public health policy, that babies be exclusively breastfed for six months, and that they continue to breastfeed until age two years or more, with timely introduction of locally prepared indigenous complementary foods. Thus, for the majority of mothers, who return to work after a maternity leave of less than six months, and for those who have hardly any leave at all, breastfeeding breaks or reduction of work hours are essential to the maintenance of exclusive breastfeeding.

7. Breastfeeding facilities: a place where a worker can feed her baby or express her milk

BREASTFEEDING MOTHERS

R191, Item 9:

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

Many people assume that breastfeeding facilities must be complicated to set up, expensive, and hardly worthwhile given the number of workers likely to use them. The truth is quite different.

At the minimum, a breastfeeding facility is a small, clean space with a chair. There is a screen, curtain, or door for privacy, access to clean running water, and

secure storage space for milk that has been expressed. It needs to be located near enough to the workers that use it, so their limited break time is not wasted in travel. More elaborate facilities might offer a refrigerator or an electric outlet for an electric pump. A worker who lacks facilities has to choose between two unhealthy alternatives: weaning her baby too soon, or breastfeeding/expressing milk in unsanitary conditions at the workplace.

Childcare is an issue that is closely related to breastfeeding facilities. One solution to the challenge of sustaining breastfeeding after returning to work is for mothers to have a crèche (nursery) at or near the workplace. Several nations have maternity protection laws that require employers to provide a crèche if they have more than a minimum number of female workers. However many women are unable or unwilling to bring the babies to their work places as they have to expose them to the ordeal of crowded public transport, fumes and unfavourable weather conditions.

Seven parts make up the whole

It is important for breastfeeding advocates to understand and promote all seven of the maternity protection criteria. It will enable them to propose and defend strong maternity protection legislation that protects all working women. At the same time, it is important for others to realise that breastfeeding is the final stage in a woman's reproductive cycle, and as such, it is not just a "feeding option", but an intrinsic part of maternity protection at work. Its successful completion is influenced by what happens to the mother in the earlier stages of reproduction – pregnancy and childbirth. Thus, her economic security, her stress level, the information she receives during prenatal care, her exposure to health risks, the support she receives from her family and co-workers will influence her capacity to bear a healthy child and breastfeed adequately.

When breastfeeding advocates take an active role in promoting all the elements of maternity protection, other people will be more likely to listen and understand that breastfeeding should be on everyone's agenda.

Intervention Instruments and Levels for Maternity Protection at Work

You can advocate for maternity protection in the workplace at many levels. This section looks at several different levels of intervention – the global, the regional, the national and the local level to help you see where your campaign fits into the bigger picture. You will try to influence the level where you are campaigning. At the same time, your campaign may also be influenced by events at other levels.

The four levels at which intervention can be made relate to international instruments, regional agreements, national laws and workplace policies and regulations. Each country is sovereign and develops laws based on its own cultural, social, economic and political situation. Within a state, these laws are the minimum acceptable standard.

However, when a state chooses to adopt or ratify an international instrument, for instance by ratifying an ILO Convention or by enacting a regional directive, it must bring its national laws into conformity with that instrument. A national law can nevertheless be stronger than an international agreement.

Within the country, regulations and legislation adopted can be stronger than the national standard, but they can not be weaker. Therefore, legislation adopted in a specific municipality, district or province, for example, as well as workplace policies and regulations instituted by a company or an employer at local level, or collective bargaining agreements (CBAs) negotiated in a specific workplace, throughout a company, must all meet the minimum standards set in a national law. In fact, they can be stronger than the national law. They often are, acting as a model, that is later adopted as national legislation

Your intervention may be to campaign at the international level for instruments that relate to maternity protection and for ratification of these instruments by national governments. Or it may be to formulate and enact improved maternity protection legislation at the national

level. It may be to influence trade unions and employers to come up with policies and agreements supporting maternity protection. In all cases, a basic element of advocacy is raising awareness to ensure that workers and employers know their rights and responsibilities under the law.

1. Global level

i) **International instruments:** directly or indirectly support a woman's right to breastfeed. Some call for specific measures to safeguard breastfeeding in connection with employment. The following are some of these international instruments:

- Universal Declaration of Human Rights (UDHR), 1948
- International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
- International Covenant on Civil and Political Rights (ICCPR), 1966
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979
- International Code of Marketing of Breast-milk Substitutes, 1981
- Subsequent relevant WHA resolutions, 1982, 1984, 1986, 1988, 1990, 1992, 1994, 1996, 2001, including in 2002 (the Global Strategy on Infant and Young Child Feeding)
- Convention on the Rights of the Child (CRC), 1989
- Innocenti Declaration, 1990
- Beijing Platform for Action, 1995.

ii) **ILO Conventions and Recommendations:** Conventions set minimum labour standards. A country that ratifies a Convention is bound to follow it under international law. Recommendations give detailed guidelines or suggest higher standards.

Maternity Protection Conventions and Recommendations include the following:

- C3, 1919
- C183, 2000
- C103, 1952 (no longer open for ratification)
- R95, 1952
- R191, 2000

- There are numerous other Conventions/Recommendations which directly or indirectly deal with maternity protection at the workplace.

2. Regional Level

Regional directives and arrangements: In many parts of the world, nations have formed regional political and economic alliances or other forms of agreements (see below). Both regional policies and trade agreements influence or in some cases determine, national rules for working conditions and treatment of workers, so they should be examined carefully, e.g. IBFAN Africa works with SADC Employment and Labour sector to improve maternity protection at that level.

- ASEAN – Association of South East Asian Nations
- AU – African Union
- CONOSUR – network of centres and organisations in southern countries of Latin America: Argentina, Brazil, Bolivia, Chile, Paraguay and Uruguay
- EU – European Union
- MERCOSUR – Common Market of the South
- NAFTA – North American Free Trade Agreement
- SADC – Southern Africa Development Community.

3. National Level

i) National laws and regulations: Maternity protection laws may be found under many headings, including Labour, Women, Occupational Health or Gender Equity. Legislation may be drafted at various levels:

- National or federal
- State, district, province, canton
- Local, i.e. municipality, community

In all cases they have to comply with the national minimum standard.

Most countries in the world provide for *maternity protection legislation* in one form or another. However, maternity protection may also exist in the form of national labour code, or the health insurance regulation, or the civil code, or as policies to protect pregnant workers and new mothers. Thus, maternity legislation may be the responsibility of a number of ministries (e.g. ministry of labour, social affairs, health, industry, agriculture or the ministry of women's affairs).

The vast majority of countries provide for *paid maternity leave*. Paid leave may be as short as eight weeks and only for mothers as in Lebanon or Mozambique. At the other extreme, it may provide five months of maternity

leave at 80 per cent salary as in Italy or it may cover both parents for 16 months as in Sweden, where it is called "parental leave." For more details see the chart *Status of Maternity Protection by Country*.

ii) Collective bargaining agreements or CBAs are the result of collective bargaining between trade unions and employers. These written agreements are generally short term (a few months to a few years) but may be renewed after their expiry. Maternity protection elements such as the right to exemption from night duty or the establishment of a breastfeeding facility may be included. A CBA contains all the terms and conditions of employment that have been agreed to between the trade union representatives and the management and often go beyond the conditions provided for by national legislation, thereby setting a precedent. A collective agreement is legally binding. It deals with "the rights and responsibilities of 1) management, 2) workers and 3) the union, and must be fair and reasonable to all parties."¹

CBAs can be negotiated at national or at local level. CBAs may include:

- Agreements that affect an entire sector or profession
- Agreements between a specific union and an employer or a group of employers
- Agreements for a specific workplace.

4. Local Level

i) Workplace Policies: Policies and regulations are specific to a given workplace, firm or group. In the case of multinational corporations, policies tend to differ from country to country, from one plant to another. The details of maternity leave, protection, benefits and workplace facilities should be found in regulations that are accessible to workers and their representatives and they have to comply with national law. Regulations can be:

- Agreements for a specific workplace
- Agreements for a specific firm or corporation.

ii) Community-based programmes: These are also specific to a given workplace, firm or factory. They are usually undertaken after an agreement or contract made between the employer and non-governmental organisations or community based groups. These programmes may include workers' education, conducting awareness programmes on health, maternity protection, C 183, breastfeeding, or setting up and managing crèches at a workplace, etc.

ILO and the Ratification Process

How the ILO Functions

The International Labour Organization (ILO) seeks peace and justice and aims to create a socially stable climate in which the wealth that is produced by workers benefits them as well as their employers. Since its foundation in 1919, the ILO has sought to improve the conditions of labour for workers worldwide.

To meet this goal, the ILO by means of Conventions and Recommendations, establishes minimum international standards for basic labour rights such as “freedom of association, the right to organise, collective bargaining, abolition of forced labour, equality of opportunity and of treatment” and many others. Moreover, the ILO offers technical assistance to help countries realise these aims.

The ILO is the only United Nations agency with tripartite structure, in which the governments (“Member States”), the workers and the employers negotiate together on an equal basis. Thus, the standards that are set by the ILO reflect a balance among the interests of labour, employers, and government.

Conventions and Recommendations

Negotiation leading to the final text of a **Convention** can take several years. A Convention is a minimum standard. Once it is ratified by a Member State, a Convention is binding on that state under international law, which means that the country’s laws must be brought into conformity with the Convention. If a Member State that has ratified a Convention later modifies its legislation, it cannot go below the minimum standard of the Convention.

Recommendations are not open for ratification, and therefore are not binding. They provide further details or give guidelines for setting higher standards that go beyond the minimum standards set in the Conventions – in other words, they provide a certain direction towards improvement.

Once a Convention is adopted by the ILO General Conference, it is open for **ratification** by all Member States. A Convention enters into force only one year after two Member States have ratified it.

The ratification process is lengthy and it can take several years for a Member State to decide to ratify, or not to ratify a Convention. After a Member State ratifies a Convention, it has to adapt its national legislation to meet the (generally higher) level of the Convention provisions, and then implement them at the national level.

Since 1919 there have been three ILO maternity protection Conventions (C3, 1919; C103, 1952; and C183, 2000) and two Recommendations (R95, 1952 and R191, 2000). C183, came into force on 7 February 2002, one year after the second ratification by a Member State (Italy). By May 2003 it had been ratified by four countries: Slovakia, Italy, Bulgaria and Romania.

C183 supercedes C103 – Maternity Protection Convention (Revised), 1952 which is now closed for new ratifications, although it continues to apply to those countries that have already ratified C103 and have not ratified C 183.

Ratification Process of ILO Conventions

1) Submission to the "competent national authorities"

Once an ILO Convention/Recommendation has been adopted by the International Labour Conference, the instrument is sent to all Member States for consideration. The ILO Constitution requires that the instrument be sent to the representatives of the national organisations of employers and of workers as well as to the governments.

In some cases, the ILO instruments may be translated by a Member State into the national language, if the national language is not one of the official UN languages.

The ILO Constitution requires that Member States (in consultation with representatives of employers' and workers' organisations, and in some cases other relevant government institutions) submit the instruments to the "competent national authorities" for the enactment of legislation or other actions, including possible ratification. The competent authority is normally the national Parliament, Legislative Assembly or Congress. This procedure is more complicated for federal states, but the ILO Constitution has instructions to be followed in such cases.

The principle of submission is an important one because it aims at making the contents of the ILO instruments known to the public, to raise awareness and stimulate public debate and involvement in important labour and social matters. ILO instruments have a "normative value" on national attitudes and policies because they represent the accepted international standards. This means that whether or not a Convention is ratified by the country, it serves a purpose by being available as a model that has already been agreed upon by the tripartite partners at the ILO.

When a government (normally the Ministry of Labour) finally submits the instruments to the competent authorities, it is expected to indicate what action it considers desirable. There are at least four possible scenarios:

- The government may indicate that the instrument is already fully implemented in national law and practice, and therefore it can be ratified.
- It may recommend the enactment of legislation to give effect to the provisions of the instrument.
- It may recommend that ratification be postponed to give more time for consultations or studies.
- Or, it may recommend that the Convention should not be ratified.

Within one year of the adoption of the instruments (or at the latest within 18 months), Member States are required to complete this submission and report back to the Director General of the ILO in extensive detail, telling what they have done and the actions taken by the competent national authorities. In the case of C183, the deadline for this submission was December 2001. The outline of the report to the ILO is stated in a *Memorandum of Understanding* (MOU). The government must also indicate which employers' and workers' organisations have been given copies of the report.

2) If a Member State decides to ratify

When a Member State ratifies the Convention, it agrees to two important things:

- **It accepts to implement the Convention. Thus, national legislation must be reviewed *vis-à-vis* the provisions of the Convention.** A country that ratifies is not allowed to pick and choose parts of the Convention as it wishes. In the long term, all of the provisions must be applied in national law and practice. The text of C183 is quite flexible and allows for various options at the levels of "national law and practice."
- **It must report at regular intervals to the supervisory mechanisms of the ILO.** The regulatory supervisory machinery of the ILO comes into force 12 months after the Director General of the ILO has been notified of the ratification. In the case of C183, the Committee of Experts on the Application of Conventions and Recommendations (CEACR) is responsible for supervision.

Governments may request information, clarification or any other assistance from the International Labour Secretariat in the procedures related to the ratification process.

In Member States where national laws go beyond the provisions of the new Convention, there may be a concern that national laws will be watered down to conform to the new provisions. ILO standards are minimum standards and as stated in Article 19 of the ILO Constitution, **under no circumstances can a Member State whose legislation goes beyond a Convention's provisions weaken its national laws once it has ratified the Convention.**¹

After ratification, the Convention is valid in that Member State for a period of at least 10 years. After this period, the State may denounce the Convention if it wishes. This is an extremely rare practice.

3) If a Member State takes no action

The Committee of Experts will remind the Member State of its obligation to submit the ILO instrument to the competent authorities. A first reminder is sent out 12 months after the closing of the ILO Conference session. A second reminder is sent out after 18 months have elapsed.

4) If a Member State chooses not to ratify the Convention

After the state has submitted the instrument to its competent national authorities, the Governing Body of the ILO may request the state to report at appropriate intervals, showing the impediments to ratification that exist at the level of national law and practice.

For further information please see the *Handbook of Procedures* relating to international labour Conventions and Recommendations on the following website:

<http://www.ilo.org/public/english/standards/norm/sources/handbook/hb3.htm>

EXAMPLE OF A COUNTRY CONSIDERING RATIFICATION: GHANA

Submission of an ILO Convention to the Competent National Authorities in Ghana

1. ILO C183 is adopted in Geneva (June 2000) and countries are notified that it is open for ratification.
2. In Ghana, an officer at the Ministry of Labour (MOL) prepares a memo for a **consultative meeting** of Government, Workers, Employers, & Civil Society.
3. The tripartite meeting is held; it includes civil society groups.
4. The Officer from MOL reports to the Minister of Labour about the meeting, and the Minister reports to the Cabinet to inform the other ministers.
5. Ministry of Justice or Attorney General conducts a legal review, to get the issue ready for Parliament.
6. A select Parliamentary Committee on Labour issues discusses the ILO instrument and prepares a preliminary report.
7. Parliament debates, approves and votes on preliminary report.
8. Legal and Internal Desk at Labour Ministry reviews legal aspects.
9. Attorney General finalises legal document.
10. Sector Ministry (Labour) finalises report according to guideline (includes feasibility of ratification).
11. Report is submitted to ILO.

The following country example highlights the potential role and impact of civil society organisations in the early stages of the ratification process.

For more information concerning the ILO, ratification of Conventions and texts of Conventions refer to the ILO website: www.ilo.org

1. ILO Constitution Art. 19.8: "In no case shall the adoption of any Convention or Recommendation by the Conference, or the ratification of any Convention by any Member, be deemed to affect any law, award, custom or agreement which ensures more favourable conditions to the workers concerned than those provided for in the Convention or Recommendation."

NOTES

This kit is produced by the Maternity Protection Coalition (MPC), comprising of the International Baby Food Action Network (IBFAN), the International Lactation Consultant Association (ILCA), the LINKAGES Project and the World Alliance for Breastfeeding Action (WABA), with technical assistance from the International Maternal & Child Health, Uppsala University, Sweden (IMCH) and United Nations Children's Fund (UNICEF). The MPC supports women's right to breastfeed and work, by advocating for implementation and monitoring of improved maternity protection entitlements.

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Breastfeeding: the Heart of our Matter

The Maternity Protection Coalition – like the ILO, trade unions and the majority of States in the world – understands maternity protection as a social responsibility. If women are both to work and to have children in decent and healthy conditions, maternity protection is a necessity for all women. Providing paternity leave and parental leave are also important steps towards developing a more involved role for fathers. Financial benefits are vital: they enable women to continue providing basic necessities to the family while they are out of the workforce during their maternity leave. Job protection and non-discrimination are also a central aspect of maternity protection, because if women fear they will lose their jobs, they may fail to take sufficient leave time – to the detriment of their health and their baby's health.

The goal of this MPC Campaign Kit is to help combine breastfeeding advocacy with advocacy for maternity protection. Breastfeeding advocacy has primarily come from the health and consumer communities, while maternity protection has been an issue more for the economic and labour sectors, especially the trade unions. The adoption in 2000 of new ILO Maternity Protection instruments, Convention 183 and Recommendation 191, and the adoption in 2002 of the WHO/UNICEF Global Strategy on Infant and Young Child Feeding give activists new reasons to plan joint actions and to assure a place for breastfeeding on the maternity protection agenda.

The various stakeholders – government, trade unions and employers – must be informed about the importance of breastfeeding. Their support plays a central role to enable women to follow the recommendations of the WHO/UNICEF Global Strategy: to breastfeed exclusively during a child's first six months, then continue breastfeeding while giving safe and adequate complementary foods until age two or beyond¹. A key step toward this goal is to ensure that the minimum standards set by the International Labour Organization are implemented at the workplace.

It is clear that the founders of the ILO in 1919 understood that breastfeeding is an integral part of motherhood, and thus deserves protection at the workplace. Social and economic trends since 1919 have reduced breastfeeding rates, and in turn led to a loss of the shared understanding about the lives of breastfeeding women that comes from everyday contact within the family, the neighbourhood, and the workplace. At the heart of this kit are several tools that can be used to inform the stakeholders and thus assist in the re-building of community knowledge about the real lives and needs of breastfeeding women at work.

- Scientific evidence for the health and economic value of breastfeeding is continually expanding. **Breastfeeding: Everyone Benefits** is a recent summary (see page 3).

1. WHA55.15 (2002): "10...As a global public health recommendation, infants should be exclusively breastfed for the first six months of life to achieve optimal growth, development and health. Thereafter, to meet their evolving nutritional requirement, infants should receive nutritionally adequate and safe complementary foods while breastfeeding continues for up to two years of age or beyond." The Global Strategy recommendation is based on Resolution WHA54.2 (2001), which itself is based on the review of scientific data on the optimal duration of breastfeeding.

- The workplace was identified as one of four target areas for breastfeeding advocacy in the Innocenti Declaration, adopted in 1990 by participants at a WHO/UNICEF policymakers' meeting.
- **Women, Work and Breastfeeding: Everybody benefits!** This World Breastfeeding Week (WBW) Action Folder was the basic document used by WABA to launch the campaign in 1993 and is still on going.
- **Steps towards a People-friendly Workplace** is a pamphlet that WABA developed in conjunction with Human Resources experts. It is targeted to employers.
- In **WHA Resolutions** there are excerpts of important World Health Assembly documents.
 - 1) **WHA 34.22 – The Code** summarises the eleven articles of the International Code of Marketing of Breast-Milk Substitutes from 1981.
 - 2) **Subsequent WHA Resolutions - 1982-2001** reviews relevant resolutions from the biennial discussions of infant and child feeding at the WHA.
 - 3) A brief description of the **WHO/UNICEF Global Strategy on Infant and Young Child Feeding** is given, and there are excerpts from the text that refer to maternity protection.
- Two interventions from the 2000 meeting of the ILO Committee on Maternity Protection are included here: the **UNICEF Statement to the ILO Conference 2000** and the **WHO Statement to the ILO Conference 2000**. They contain evidence-based recommendations concerning the health and human rights of women and children.
- **Every Woman's Right to Breastfeed** is a pamphlet that details the basis for considering breastfeeding as a human right that can be found in international human rights instruments.
- **Breastfeeding: Who benefits? Who pays?** is a handout for employers and policy-makers that briefly explores the costs and benefits of supporting breastfeeding in the workplace.
- **Breastfeeding and the Workplace** describes in detail the conditions that are needed to support breastfeeding employees at the worksite.

A note about numbers

The careful reader will note that the recommendations often vary from one document to the next. Two obvious examples are the number of weeks of maternity leave and the recommended length of exclusive breastfeeding. In addition, an individual mother-baby pair may have needs that fall short or go beyond the length of time recommended as a universal rule.

The ILO standard of 14 weeks for maternity leave is a *minimum*. As long as so many countries still fall short of the minimum, then 14 weeks may have to be the primary goal. However, the general rule for maternity leave is: *longer is better for breastfeeding*. Flexibility is helpful, too. Some babies adapt easily to change, while others are more challenging.

In 2000, WHO commissioned a thorough review of published scientific literature on the optimal duration of exclusive breastfeeding. The conclusions led to WHA to recommend six months of exclusive breastfeeding as a global public health recommendation (WHA54.2, 2001 and Global Strategy, 2002). This is the most recent global recommendation on exclusive breastfeeding. It should be noted however, that many concerned parties are not aware of it and continue advising shorter duration (four to six months, for example).

Breastfeeding: Everyone benefits

Breastfeeding has been found to be vital for child survival and is also beneficial for mothers' health. Breastfeeding contributes positively to the nation's economy, to employers, families and communities.

Here is some basic information about the benefits of breastfeeding which will be useful for educating allies or convincing opponents in a campaign.

Breastfeeding benefits for Children

Before a baby is born, the uterus protects him or her from most of the germs to which the mother is exposed. After birth, the mother's breastmilk continues to protect against many of the viruses, bacteria and

parasites to which the baby is now exposed. Several substances in breastmilk not only prevent diseases; some stimulate and strengthen the development of the baby's immature immune system. This results in better health, even years after breastfeeding has ended. For these and other reasons, based on scientific evidence, the World Health Assembly has adopted, as a public health recommendation, that babies should be fed exclusively on breastmilk for six months and continue breastfeeding at least until two years of age (1).

Breastfeeding promotes child survival:

- *"If all babies were fed only breastmilk for the first six months of life, the lives of an estimated 1.5 million infants would be saved every year and the health and development of millions of others would be greatly improved."* states UNICEF in its 2002 edition of *Facts for Life* (2).
- In resource-poor settings, exclusive breastfeeding may be the best option for HIV-positive mothers (3).
- Breastfeeding is an essential means of providing food security for millions of infants worldwide (4), and even more so in developing countries and in regions having to cope with war, conflict, population displacement, natural disasters, or economic crises.

Breastfeeding reduces the incidence of infectious diseases:

- *Otitis media*: Middle ear infections are one of the most frequent reasons for seeing the doctor. In a US study, infants from birth to twelve months who were not breastfed had twice as many ear infections as babies who were exclusively breastfed for about four months (5).
- *Diarrhoea*: The antibodies in a mother's milk protect her baby from the germs causing diarrhoea. In poor communities, diarrhoea caused by bottle-feeding is responsible for acute sickness. The cycle of illness, dehydration and malnutrition weakens the child, often fatally. A study from the Republic of Belarus shows that infants exclusively breastfed at three months have 40% less risk of developing gastrointestinal infections (6).

- *Pneumonia*: Worldwide, pneumonia is one of the leading causes of death in children under five years of age. A study in Brazil showed that the risk of hospitalisation for pneumonia among non-breastfed infants was 17 times greater than that for breastfed infants (7).

Breastfeeding reduces the risk of asthma and other allergies:

- In Australia, risk of childhood asthma decreases by at least 40% in infants breastfed for four months (8).
- A Medline review of twelve studies relating breastfeeding and asthma points out that exclusive breastfeeding reduced the risk of asthma by 30%, and showed still better results (48%) in families with a history of asthma-related illnesses (9).

Breastfeeding improves IQ outcomes:

- In Denmark, a recent study confirmed that breastfeeding affects brain development as measured in the child's ability to crawl, to grip and to babble in polysyllables: the longer the duration of breastfeeding, the higher the child's capacities (10).

Long-term effects of breastfeeding on health:

- *Bone mass*: In Tanzania, a study demonstrated that there was significant association between breastfeeding in infancy and higher bone mineral density among the eight year-old boys examined, in comparison with children that had not been breastfed (11).
- *Haemophilus influenzae meningitis*: In Sweden, a study showed that low breastfeeding rates were followed, five to ten years later, by increased meningitis rates (12).
- *Obesity*: In a number of countries (Germany, Czech Republic, the UK, the USA) research demonstrates that breastfeeding reduces the risk of obesity and overweight (13).

Benefits for Mothers

Breastfeeding is an integral part of the reproductive cycle: exclusive breastfeeding, followed at six months by the introduction of appropriate complementary

foods, and continued breastfeeding until the age of two years or more, completes this cycle. Studies have shown that there are many women for whom contraception is unavailable, unaffordable or unacceptable. For these women, breastfeeding (according to the LAM criteria mentioned below) is the primary means of delaying pregnancy and spacing births. Moreover, breastfeeding develops emotional and psychological well-being in mothers, and has numerous health advantages.

Breastfeeding helps in spacing children:

- As long as a mother breastfeeds fully or nearly fully and as long as her periods have not returned, her protection against pregnancy during the first six months is 98 % (14). This family planning method is called the Lactational Amenorrhea Method - LAM.

Breastfeeding results in the reduction of anaemia:

- In the first hours and days after birth, early breastfeeding brings about uterine contractions, preventing excessive blood loss.
- Over the months, breastfeeding reduces the frequency and severity of anaemia by delaying the return of the monthly period and helping the mother build her iron reserves (15).

Long-term effects of breastfeeding on mothers' health:

- *Breast cancer:* Studies from the US, China, Japan, New Zealand, the UK and Mexico show that women who breastfed their children have reduced risk of developing breast cancer and that the risk declines with increased duration of breastfeeding (16).
- *Ovarian cancer:* Breastfeeding for at least two months per child decreases the mother's risk of developing epithelial ovarian cancer (17).
- *Osteoporosis:* The risk of hip fracture amongst women over 65 is reduced by half for those who have breastfed. It decreases by another quarter for those who have breastfed each of their children at least nine months (18).

Benefits for Families

Preparing for the arrival of the new baby, undergoing the birth process, and adapting to the child's first months are among the most extraordinary, testing, and emotional periods that parents and families experience. Loving, caring for, nurturing, but also worrying about one's child are normal feelings and are sometimes overwhelming. Any illness takes an emotional toll on families; sickness in a newborn baby or a working mother causes even more worry. Health care costs are constantly increasing and can represent considerable strain on the family budget.

Breastfeeding strengthens family ties:

- Studies have shown the emotional and psychological importance, as well as the bonding effects of breastfeeding to both mother and child. The importance of bonding is even greater when mothers return to work.
- Breastfeeding develops a mother's confidence in her physical and emotional capacities (19).

Breastfeeding brings economic benefits and helps to save time:

- Savings on the purchase of breastmilk substitutes and other feeding equipment.
- Less spending on medical care and medication.
- Less spending on birth control methods.
- Less time preparing bottles, including fetching water, fuel, and cleaning utensils.
- Less time and worry spent on having to care for illnesses that could often be avoided.

Benefits for Employers

When infants and children are sick, mothers or fathers often stay home to care for them. National laws may allow parents to take holiday leave or to call in sick themselves. This absenteeism is costly to employers – and to national budgets for health care. Moreover, many employed women have only a short period of paid maternity leave. If they want to breastfeed their babies, it is important to set up favourable conditions at the workplace. Many labour laws provide paid or unpaid daily breastfeeding breaks, and many employers set up breastfeeding facilities on-site for

their female workers. Adequate hygienic facilities for breastfeeding or expressing and storing breastmilk are relatively easy and inexpensive to provide.

Breastfeeding reduces staff absenteeism:

- Studies in the USA and elsewhere have shown that breastfed babies had statistically fewer episodes of illness than formula-fed infants and that mothers of breastfed babies were less absent (only 25% of one-day maternal absences) than mothers of bottle-fed babies (20).

Breastfeeding contributes to more stable workforce :

- Employers who support their female employees (maternity benefits, breastfeeding breaks, rest periods...) note improved staff morale, less turnover and increased loyalty to the enterprise.

Benefits for Society

Breastmilk is a living substance. It is unique and non-replaceable, specifically tailored to the changing needs of each baby. It is the first human food *par excellence*, the best example of how humanity can sustain itself through provision of a complete food for human babies. Breastfeeding also makes economic sense because it is less costly to produce than formula; it also allows society to make considerable savings in health care costs.

Breastfeeding helps to protect the environment:

- Ecological in its production, consumption and disposal, it is a natural and renewable resource.
- Less industrial production, transportation, packaging, and disposal pollution: breastfeeding produces hardly any waste.

Breastfeeding results in overall economic benefits:

- Nations can save huge amounts on the purchase and distribution of commercial breastmilk substitutes (often in foreign exchange). In India for example, at the national level, women produce approximately 3,900 million litres of milk over a two-year period (which corresponds to the usual

lactation period of Indian mothers). If the milk had been purchased in the form of tinned cows milk, it would have cost close to US\$3 billion, or more than three times the combined budgets of the Departments of Education, Health and Family Welfare, and Science and Technology during that same period of time. In Guatemala, annual spending on breastmilk substitutes amounts to approximately US\$48 million (21).

- Savings on health care expenses for preventable acute and chronic illnesses: an Australian study calculated that if breastfeeding at three months of age increased in prevalence from 60% to 80%, Australian \$3.7 million would be saved on treating gastro-intestinal diseases alone (22). Researchers in Newfoundland, Canada, estimated that improved prevalence of breastfeeding could save the province up to Canadian \$370,000 per year on the care of babies with asthma and eczema (23).

As the benefits of breastfeeding have a positive impact on all levels of society, it is all the more important that the responsibility for supporting women to breastfeed optimally is carried by all of society.

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NOTES

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Organising a Maternity Protection Campaign

Here is a sample plan for a maternity protection campaign. It is divided into nine steps, but in reality you will find at times that you are shifting back and forth between the steps. The process of assessing, analysing, planning, acting, and evaluating will keep cycling throughout your campaign. For example, finding allies will be something you do repeatedly as people enter and leave your action group and as new projects come up. Or you may skip certain steps depending on your starting point.

The amount of work will probably appear enormous. It underlines the importance of working with others to share tasks and responsibilities. No one can carry out a campaign alone.

Advocacy and problem solving are highly creative, and it is easy to be swept away by overly ambitious plans. It is important therefore to be as specific and concrete as possible in planning activities, to begin with small goals that are reasonably attainable, and to evaluate progress often. Advocates want to see that they are making a difference. Starting with small steps is one way to reach early success.

The materials in this section are based largely on the experiences of IBFAN groups in Africa, which held training and planning sessions on Maternity Protection in 2001 and 2002.

SECTION 6 a

Nine Steps to a Successful Maternity Protection Campaign

Step 1. Reviewing your resources

Before you begin, it is essential to know your own group

Before starting a campaign, it is important to review your own group's ability in terms of previous successes/problems, amount of time and expertise available and financial resources. It is important to also carry out a stakeholder analysis in order to find out who the core partners will be and make contacts with the main stakeholders (governments, ministries of labour usually, trade unions, employers and other stakeholders such as women's organisations, health and nutrition groups, international organisations, etc.). A useful tool for this exercise could be a SWOT analysis (see table below).

It is important to find out who is working on maternity protection in your country. Your project should complement what is already going on and avoid duplication. You can find out about their work by contacting the various relevant groups, collecting information about them, their objectives and activities, and the name of the contact person for discussions on joint activities.

As a breastfeeding group you can provide updated information on various aspects of breastfeeding, such as health, environment, economics, gender and rights. It is important to bring the breastfeeding perspective into maternity protection debate since it is sometimes neglected or forgotten, especially where breastfeeding rates are low.

Step 2. Assessing the national situation

Begin by doing a rapid assessment of maternity protection at the national level

The rapid assessment can be the first step of information gathering. It will help you identify the broad outlines of the problems that working women and their families are facing.

Making a national assessment will help you decide where to focus your efforts to have the greatest effect. If your group already has good contacts with other stakeholders, the process of information gathering will be much shorter and more effective. (See Campaign Tool 1 – *Rapid Assessment of Current Status of Maternity Protection in Zimbabwe*).

SWOT ANALYSIS	
<p>Strengths +</p> <p>(List here the positive aspects this group has developed so far.)</p>	<p>Weaknesses -</p> <p>(List here the negative aspects that have accumulated over time and that influence the group's present functioning.)</p>
<p>Opportunities +</p> <p>(List here the external positive aspects, situations or trends the group should take advantage of in order to make progress in future.)</p>	<p>Threats -</p> <p>(List here the external negative points that may occur and may therefore have clear repercussions on the group's programme implementation.)</p>

A SWOT analysis of your country situation can also be valuable. For instance, breastfeeding advocates in Sweden, where maternity and parental leave policies are first-rate, found that gender discrimination in the workplace was still an issue that could attract the attention of trade unions, women's groups and the media. In Country A, the best strategy might be to emphasise the health outcomes. In Country B, it may be the economic value of maternity protection. In Country C, human rights focusing on breastfeeding might be the key issue.

Step 3. Forming an action group

The goal is to assemble a multi-disciplinary national action group where all stakeholders have a chance to participate

You can skip this step if you already have a group. Sometimes there is no need to start a new group as you can work with an existing group.

When you form an action group you will probably want to bring your potential members together to discuss the conditions in your country revealed in the rapid assessment. As the participants begin to form an action group, it would be useful to do a SWOT self-assessment of their new group (see Step 1). It is essential to collect information, discuss ideals, share the work, so as to become a stronger negotiating force.

Step 4. Doing an in-depth national assessment

To expand on information from the rapid assessment, a more comprehensive information-gathering and information-sharing effort can be undertaken

An in-depth national assessment is necessary in order to obtain information about your national situation and to understand problems concerning adopting and implementing maternity protection at the workplace. The rapid assessment suggested in Step 2 will have helped you to get a broad idea of the national situation. Step 2 and Step 4 may be combined depending on when and how you begin information collection. For instance, organising a workshop or seminar that includes various stakeholders: representatives from

trade unions, employers associations, ministries of labour and women's affairs, health groups, women's organisations, and law and human rights organisations will act as a "one-stop" opportunity to obtain information. These stakeholders can provide you with information on the state of C183 ratification, maternity protection laws, regulations, collective bargaining agreements, the situation of working mothers and their needs regarding breastfeeding breaks and crèches at the workplace. Meetings and workshops will also help in developing partnerships and in reinforcing your group, thus facilitating information exchange and lobbying.

Hence, it is important to:

- 1) Contact as many sources as possible to get a wide range of information. This information will help you make an in-depth assessment of the national situation (See Box – *In-depth National Assessment*).
- 2) Collect all the information possible on maternity protection in your country. Campaign Tool 2 – *Some Methods of Data Collection* will guide you on methods of information gathering and what kind of information you will need.
- 3) Obtain a copy of the *official report of your country's maternity protection laws*. This report was required of all ILO Member States following the adoption of C183. It is a survey of the country's existing laws that cover maternity protection, comparing them to the provisions of C183. The government is supposed to make this survey available to the workers and employers' organisations.
- 4) Check how well maternity protection laws are implemented. Even if your national laws are good, you will probably want to find out how well they are practised. For example, you can find out from the trade unions, statistics bureaus, or university departments if there are any surveys of how women have combined motherhood and breastfeeding with work. The ICFTU/PSI/EI trade union kit includes a sample survey questionnaire (See Campaign Tool 5). Your group may collaborate with the unions to include some more breastfeeding questions in any planned surveys.

TIPS FOR IN-DEPTH NATIONAL ASSESSMENT

- In most countries, the Ministry of Labour is responsible for the labour laws under which maternity protection usually falls. Other government ministries and offices that may be involved are Health, Trade, Social Security, Occupational Health, Public Health, Women, Family, or Gender Equality. If your government sent a delegation to the ILO Committee on Maternity Protection in 1999 and 2000, the delegates who went to Geneva could be a good source of information.
- Maternity protection regulations might be found under other names than "labour" laws. You can look under employment acts, maternity/parental/family leave legislation, public health or occupational health laws, social security bills, gender equity legislation, anti-discrimination laws, national, regional, and international Conventions (including other ILO Conventions), collective bargaining agreements (CBAs), or the workplace policies of individual firms and institutions.
- It is important to remember that getting a law passed is only the first step to changing behaviour. Once on the books, laws are turned into regulations. Then they are put into practice, and usually they are tested in the courts before they reach full acceptance. Court decisions on labour laws would be a good topic to explore with a government expert or a legal advisor to a trade union.
- Trade unions know the situation in your country, especially the large international unions that are active in supporting maternity protection at ILO: EI (Education International), ICFTU (International Confederation of Free Trade Unions), PSI (Public Services International) and WCL (World Confederation of Labour). These have affiliates in most countries. (See *Directory of Key Contacts* in Section 9, *Resources*.)
- Contacts in an employers' association may be able to give valuable information.: In some countries there are inter-ministerial bodies. For instance, a Food & Nutrition Institute would have an interest in how women's work affects women's and children's nutrition.
- Many universities have research departments devoted to women's issues or gender studies.
- Women's organisations could also provide information about the difficulties that women face regarding maternity protection at work.
- If there is a national or regional ILO office in your country, it would be useful to see what kind of assistance they can provide. Likewise, a national or regional WHO or UNICEF office may be helpful.

Source: IBFAN Africa

Step 5. Working with our key partner – the trade unions

It is important to recognise the need to work with trade unions. They are our key partners and allies in advocating, negotiating and implementing maternity protection at the workplace. Trade unions are usually well organised and represent large numbers of workers. They have political power, they bargain collectively for agreements on behalf of their members, they have experience in mobilising workers, and they have the human and other resources to conduct campaigns efficiently. Some trade unions also have a women's bureau or a women's desk, and many are open to the ideas we promote – it is often a question of raising their awareness about our issues.

As we reach out to trade unions, however, it is important to keep in mind that maternity protection is not always their top priority. Trade unions are known to be male dominated in many countries as men form the majority of active members in trade union activity. Most trade union leaders are also men. Not many women are able to participate actively in trade unions or even attend their meetings regularly on account of their domestic responsibilities. The majority of women workers have to rush home immediately after work to attend to their family meals, take care of their children and do other household tasks. Owing to the inadequate participation of women in trade union meetings, women's issues are not well represented in trade unions. Thus maternity protection is hardly a priority, especially in developing countries where there are many other pressing issues such as higher wages, bonus, illegal dismissals, lockouts, etc.

We need to raise awareness on the specific breastfeeding issues related to C183. As breastfeeding advocates, we can assist our allies with solid arguments

for why protecting maternity and breastfeeding at the workplace benefits everyone in the end.

EDUCATING WORKERS ON C183 IN THE PHILIPPINES

Here is an innovative example of a breastfeeding promotion group's efforts at collaborating with a trade union in the Philippines using a popular medium (radio) to raise awareness of breastfeeding and maternity protection at the workplace. Advocates took into consideration women workers' multiple burdens of domestic work and responsibilities and their inability to participate in trade union meetings, workshops and other activities after work.

Radio is very popular in the Philippines; you will find the radio blaring pop music, news, interviews, and advertisements in homes, buses, taxis, private cars, in markets, in factories, and even in offices.

Radio is a good medium to hold people's attention and also distract them from the boredom of long journeys to work and traffic jams and also to lighten the burden of household chores and routine jobs.

Recognising this, many employers too have installed piped music in factories where women workers have tedious and repetitive jobs which involve being nimble with their fingers, e.g. in the electronics and garment industries, or dull work such as folding, labelling, packaging.

In the light of this, a trade union, the Women Workers Foundation of the Philippines in co-operation with Arugaan, an NGO in the Philippines and WABA, initiated a project to address advocacy on working women's rights and breastfeeding in a creative way. The project produced three audio cassette tapes to educate and entertain women workers on C183, first at the workplace, but also while going to and from work, and at home. All the tapes were produced in English and played during work as well as on bus journeys. They were also given to women to listen to at home during their household chores.

Trade union members interviewed women workers in two factories and a large downtown department store twice – before listening to the tapes, and then afterwards. This is what they learned.

A majority of the women interviewed **before listening to the tape** agreed that, health-wise, breastmilk was best for babies, but they did not really know why.

A majority of the workers agreed that a woman worker could breastfeed when she returned to work after maternity leave. However, they also started bottle-feeding because they were returning to work. One of the reasons was that many of them did not know that expressing breastmilk was possible.

Therefore giving infant formula milk seemed a natural thing for them to do. Also, in the Philippines, mothers have only eight weeks of maternity leave. The working mothers breastfed only when they were at home in the mornings and evenings, and eventually their milk supply decreased.

Because they were away so long between feeds, breast engorgement was a common problem for all of them. While at work, several of them just put towels on their breasts to keep the milk from dripping or wetting their blouses. Some of them expressed milk and threw it away in the toilet.

They did not understand why breastfeeding breaks during work hours were important. Even if they had known about milk expression, in most cases they would not have had enough time to express their milk, nor would they have had a place to do so except in the toilet.

On the other hand, a majority of them saw the need to extend maternity leave beyond eight weeks.

After listening to the audio tapes, their views changed radically.

They understood how valuable breastmilk was and how important extending maternity leave was to both mother and child.

They also considered that it was feasible to ask management for breastfeeding breaks and a breastfeeding corner to express their milk. They thought this could possibly be negotiated at factory level.

Moreover, they expressed the need to set up crèches at the workplace and in the community where they lived, in particular for workers whose babies had been sent back to their grandparents in the provinces because no one could care for them in the city.

In conclusion, this story shows the importance of working with trade unions because they have a mass base. With trade union support we can reach out to workers and disseminate widely the basic information about breastfeeding and maternity protection at the workplace. A massive information drive among workers is a must. Also this experience reveals how awareness was raised in a creative way without women having to spend additional time outside their work hours, attending meetings or reading lot of materials.

Source: Edited and extracted from a report by Bobbie Jopson, Philippines, 2002.

Step 6. Developing a plan of action

You can develop a plan of action by organising the information you have collected in your national assessment. You can compare your national laws with C183 and R191 and make comments about how they measure up. These should help you see what needs to be done. Your comments can go beyond what is written in the laws to include possible allies, or remarks on how the general political or economic situation affect people's attitudes toward expanding maternity protection at the workplace. (See Campaign Tool 3 – *Comparison and Analysis of C183 with National Laws and Practices*).

Based on your comprehensive assessment, you can now determine which long-term, middle-term, and short-term goals you want to attain, which strategies you will adopt to meet them, and what actions you should undertake. (See Campaign Tool 4 – *Country Plan of Action – Zimbabwe as an example*).

Strategy Options

The action group should aim to set realistic goals, which may be long-term or short-term, but they should always be feasible.

- An important decision is *whether to push for ratification* and if yes, *when to push for ratification of Convention 183*. This depends on how close your national laws come to the standard set by C183. If your action group decides it is realistic to call for ratification, you will need to learn how ratification works in your country. (See Ratification Process and Ghana example in Section 4 – *ILO and the Ratification Process*.) It is important to know the points in the ratification process where public comments are accepted. Your plans should take advantage of these opportunities to raise public awareness, to draw media attention, mobilise trade unions and lobby political leaders.
- If your national laws are very far from complying with C183, then you may decide to devote your efforts and resources to areas where early success is more likely. Therefore, improving various specific aspects of your country's maternity protection laws may be your first priority. Ratification then remains your long-term goal.

- To help in this decision, you may want to examine the different levels of action where you need to focus your efforts (see Section 3 – *Knowing Maternity Protection Laws and Instruments at Work*). Depending on the status of the law and the specific political situation in your country, you may choose to target your national law, your state legislation, your city bylaws or the regulations of an individual enterprise.
- All this information will help you determine your actions. For instance, to widen the scope of a law to cover more women; to extend the length or flexibility of maternity leave; to propose a new scheme for financing benefits; to spread information about health risks and health protection in the workplace to more women; and to sensitise all workers to the issues of harassment and discrimination. Remember that most countries will need to improve some existing maternity protection provisions in order for ratification to take place.
- Another strategy is to focus on a particular sector of the workforce and help make it a model for others. In your country, is there a strong union, perhaps a nurses' or teachers' union representing many female members? A shortage of trained workers can motivate the employers to offer a better package of benefits. In such conditions, it may be possible for the union to bargain collectively for a model maternity protection agreement. Once one is in place, it can be held up as an example.

Step 7. Carrying out the plan of action

You will need to consider budget, time-line, ways to mobilise your group membership to carry out your campaign

After deciding what strategy/ies to use you will need to work out a plan of action. The activities you choose to do must be relevant, timely and feasible. Your activities may be broadly in the areas of research and information, communications and lobbying

Information and communication: are crucial for a campaign to be effective. The following activities are suggested:

- Research may be needed to collect information, for instance, about the conditions of working women in your country so as to determine gaps.

Information needs to be collected on how far the legislation is implemented, which women in the informal sector are covered, whether nursing breaks are provided, why women do not wish to bring their babies to workplace – is it because of long distance and inadequate transport, or unhealthy conditions, or lack of breastfeeding facilities at the workplace?

- Information may be collected by doing a survey (see Campaign Tool 5 – *Sample survey – maternity protection*).
- It is essential to inform people, especially workers about maternity protection and the Convention 183. As you make alliances with new groups and trade unions, you may find that you need to educate them about breastfeeding, exploring how it fits into their agenda. Breastfeeding may be a new subject for a union organiser or a gender equity activist. Since you may also be unfamiliar with your new ally's main issues, you may consider holding a joint training session with their group. There you can brief each other on each group's specific concerns and consider common themes together.
- In addition there are other target groups to contact: people who have power, such as legislators, the media, potential adversaries, and also, the general public. (See Campaign Tool 6 – *Contacting people and organisations* for sample letter and a press release).
- You may want to find opportunities to get people talking about how women are coping. For example, hold a speak-out in public or on-line, or organise a call-in radio interview. As you hear good stories, ask for permission to share them in your campaign. It is also important to involve people by asking them to sign a petition or to write to their elected representatives.
- You may want to target a specific sector. For example, a breastfeeding advocacy group in India held a luncheon meeting for press people who cover the "women's news." During lunch they briefed this specialised press corps about breastfeeding, maternity protection, and C183. In Bolivia a group of medical students were starting a project to distribute health information to rural community leaders, teachers, and heads of mothers' associations. A breastfeeding group trained more than one hundred of these students on maternity protection.

Lobbying: Lobbying is an important campaign activity in maternity protection. It is a way of entering into discussion with high officials, policy-makers and decision-makers who are often considered to be "unreachable". Lobbying is a tool for getting breastfeeding information to them, convincing them of the importance of maternity protection and move towards ratification of C183. Here are some useful tips for lobbying:

- As government officials and political leaders are often very busy it is important to carefully plan and prepare the information you want to give them.
- It would be useful to be prepared for objections. (See Campaign Tool 7 – *Arguments and counter-arguments*).
- Choose a time when the information you are distributing will be relevant, for example, when a maternity protection bill is being debated.
- Lobbying the right person with the right information at the right time will prove fruitful. For a concrete example of successful lobbying, (Section 8 – *Imaginative legislation*, see the advocacy strategy of the Bangladesh Breastfeeding Foundation in extending the length of maternity leave).

Step 8. Monitoring and evaluating the work accomplished

Need to know what progress you are making and the impact of your campaign

Monitoring your campaign is useful to measure the progress of your campaign. It is important for the campaign and good for the morale of the group to see not only that you are "doing something," but also whether you are having the effect you wanted. As a maternity protection campaign is a long-term project, it will be necessary to break it into a number of steps to keep your action group inspired. Short-term accomplishments give a sense of progress and make news that can be shared with your members, your allies, your sponsors, and the public. If donors are funding your projects/activities, you will need to show them your results.

Evaluation is an important element of a campaign. It will help the group to see if there were any problems

and what those problems were. Midway evaluation is useful to ensure that the campaign is in the right direction, and if not, to change plans accordingly. Evaluation will also help to understand the strengths and weaknesses of the group and will help to plan the next campaign for better impact.

Step 9. Following up and reporting on activities

A written report is a powerful tool for future planning

It is useful to prepare a report, even if it is only a brief one, for every project as it ends. The process of making the report gives the writer a chance to think through the planning and implementation processes and to reflect upon ways to improve them.

The report serves many purposes. It is important to document the various stages of the campaign process, difficulties faced, solutions suggested and implemented, changes made to original plans, gains and losses, etc. Records of costs help prepare for future budgeting. The report can be turned into a news write-up and shared with allies. A copy may be kept for future planning or to be showcased as a good example of how a campaign is organised.

When preparing a report, it is advisable to adopt a standard format.

There are more ideas for campaigning in *Maternity Protection ILO Convention No.183: a New Standard for the New Century*, 2001, the campaign kit that is published by the International Confederation of Free Trade Unions (ICFTU)/ Public Services International (PSI)/ Education International (EI). Visit their website: <http://www.world-psi.org> and the IMCH website: <http://www.kbh.uu.se/imch/education/groupwork>.

PREPARING A REPORT

- When and where did the project take place?
What was accomplished?
- Who was involved in the project?
- Who were the allies? Who were the adversaries?
- What did it cost?
- What were the objectives? How well were they met?
- What still remains to be done?
- What was learned from doing the project?
- What new ideas have resulted from new projects, or for improving this one?
- Should this project be repeated?

NOTES

SECTION 6 b

Campaign Tools for a Successful Maternity Protection Campaign

Campaign Tool 1:

Rapid Assessment of Current Status of Maternity Protection in Zimbabwe

NO. QUESTIONS	ANSWERS
1A Is there a legislation on maternity protection?	Legislation on maternity protection is available in the Labour Relations Act for women workers in private Sector and the Public Services Regulations of 2000 for civil servants.
1B Who is covered by legislation?	The provisions of the legislation cover all women workers – the law does not exclude anyone. In practice the implementation differs depending on the employer. It is known that women in the informal sector are often disadvantaged.
2A What is the duration of maternity leave?	Maternity leave is for a period of 90 days. This can be taken 45 days before the EDD and 45 days after delivery. A woman has to produce a medical certificate. She may continue to work up to 21 days before the EDD subject to approval by her head of the department. If due to the nature of her work, her head of department may require her to leave earlier than the period stipulated. She is then compelled to take annual or accrued vacation leave or leave without pay to cover the extra period.
2B Is the period adequate to enable exclusive breastfeeding for 6 months?	90 days is not adequate to enable exclusive breastfeeding for 6 months. However women can extend by using annual or accrued vacation leave or unpaid vacation leave.
3A Are breastfeeding breaks or reduction of working hours allowed?	One hour or two half-hour breastfeeding breaks are provided for in the legislation. They are remunerated. Their implementation is left to mutual agreement between the employee and the employer. A woman can start an hour later or leave an hour earlier or combine one half hour with lunch break and leave half an hour earlier than normal. This is allowed until the baby reaches 6 months.
3B How are women managing?	Due to transport problems and cost, most women prefer to reduce work hours as indicated above. The idea of expressing breastmilk and storing in a fridge or cool place has not been investigated fully.
3C How could the above scenario be set up if it is not available?	There is need to raise awareness amongst women about expressing breastmilk and storing away for later use.
4A Are there institutions with breastfeeding corners or facilities?	There is currently no known institution with such a facility. There may be need to send out a questionnaire to various institutions to assess their attitude. The Ministry of Labour is supportive of us advocating amongst employers for the establishment of breastfeeding corners.

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Campaign Tool 1: **Rapid Assessment of Current Status of Maternity Protection in Zimbabwe**

NO. QUESTIONS

ANSWERS

4B What possibility is there of establishing breastfeeding corners or facilities at or near workplaces?	This issue has not been explored, sufficiently. One NGO has indicated a willingness to convert one room into a breastfeeding or breastmilk expression facility. While this is commendable, there is need for awareness amongst women workers so that they can demand through dialogue and negotiations a breastfeeding or breastmilk expression facility at places of work.
5 How are maternity benefits financed?	For public servants, maternity leave is fully paid by the employer. Women workers in the private sector receive 60% of their pay, financed by the employer. A woman who has worked for less than a year is entitled to unpaid maternity leave. The same applies to a woman who has more than 3 permissible periods of maternity leave (a period is every 24 months) unless she has accrued vacation leave.
6 Is ratification of ILO Convention 183 possible?	Existing laws and practice on maternity protection fall short of ILO C183. The current legislation still has 12 weeks duration for maternity leave. However, the government is considering ratifying C183, after Parliament passes the Labour Amendment Bill which has taken on board most of the provisions of the new convention.
7 What are the obstacles towards ratification and implementation?	The Labour Relations Act is currently in Parliament for amendment to include the provisions of C 183. The major obstacle to ratification is the financing of maternity benefits. The National Social Security Authority has been tasked to come up with a Maternity Benefit Scheme. Their report is awaited.
8 Are any national activities or campaigns on-going or being planned in 2001-2003 and who is arranging the activities?	The Maternity Protection focal point in conjunction with Ministry of Public Service Labour and Social Welfare as well as Ministry of Health and Child Welfare had planned some workshops to raise awareness amongst the tripartite partners. Advocacy activities will be resumed this year, particularly sensitisation of women employees on C 183. A workshop on Social Security Convention 102 was planned for May 2001. C 183 will also be on the agenda.
9 How can maternity protection issues be integrated into on-going programmes (e.g. BFHI, CRC, HIV/AIDS, etc.?)	Initially it is important to produce user-friendly materials on maternity protection and keep the different programme managers or co-ordinators informed. Participation in their activities is important as well.
10 If possible compare and analyse the texts of the new ILO C183 and its accompanying Recommendation R191 with existing national legislation as well as SADC recommendations.	This exercise is useful and will be pursued. It can form the basis of background materials for use in one of the workshops planned with the tripartite partners.

This Rapid Assessment Tool was developed by the IBFAN Africa Technical Working Group: Amal Omer-Salim of IMCH, Uppsala, Sweden (for technical support), Funny Kondolo, Charles Sagoe Moses, Barbara Tembo, Joyce Chanetsa, under the coordination of Pauline Kisanga, Regional Coordinator, IBFAN Africa.

Campaign Tool 2: **Key Questions and Methods for Data Collection**

- **Collect copies of relevant legislation related to maternity protection in your country** – laws, acts, ordinances, decrees – as well as collective agreements between unions and employers.
- **Collect information about who is covered by the legislation.** Do the same rules apply to workers in the public and private sectors? What categories of women are excluded from the legislation, and what is done to include them? Do some women work in Export Processing Zones where there is no protection whatsoever from labour laws? (These zones are set up in developing countries under special rules that make them more attractive to foreign manufacturers and investors.) Do any provisions exist for the informal sector? What conditions apply before women can use their entitlements – length of service, number or spacing of pregnancies, medical certificate?
- **Information collected should also provide details of:** what is the duration of maternity leave? What is the length of leave before and after birth? Can women choose when to take their leave? Are there other types of leave that women can use to extend their maternity leave, such as annual leave, casual leave, unpaid leave, parental or family leave?
- **Who finances maternity benefits?** Is it the employer? Is there a social security scheme? Compulsory social insurance or other public funds?
- **Health protection:** How are workers informed about hazardous conditions in the workplace? Are women able to modify their work environment for better health and safety whilst pregnant or lactating?
- **Is there evidence of gender discrimination?** Do women get equal pay for work of equal value (pay equity)? Are job applicants subjected to pregnancy testing or asked to give proof of sterilisation? Do women return to the same or equivalent job after maternity leave?
- **Are women allowed breastfeeding breaks or a reduction of work hours at the start or end of the workday because they are breastfeeding?**
 - Are breastfeeding breaks counted as working time and paid?
 - How are women managing? Do they have accessible facilities for breastfeeding or expressing milk ("breastfeeding corners")? Enough time? Support from colleagues and supervisors? Flexible schedules? A secure place to store expressed milk? Do most women continue breastfeeding if they work full-time? Do most women know it is possible?
 - Find out which employers provide breastfeeding corners and make a list for future reference. These employers are potential allies.
 - If there are no breastfeeding corners, how much interest would there be in setting up a reasonable accommodation at or near the worksite?
 - Are worksite crèches available? Do women want crèches at their workplace?
- **You can interview people who are in a position to give their opinion about the feasibility/non-feasibility of your country ratifying C183.** What steps would they suggest?
- It is also crucial to ask if there are any **on-going or planned national activities or campaigns** regarding maternity protection at the workplace. If there are none, how can maternity protection be integrated into other on-going programmes in your country?
- Your interviewee probably knows other experts you could meet. Try to **leave each meeting with a few new names and addresses**, so as to continually extend your network.

This Rapid Assessment Tool was developed by the IBFAN Africa Technical Working Group: Amal Omer-Salim of IMCH, Uppsala, Sweden (for technical support), Funny Kondolo, Charles Sagoe Moses, Barbara Tembo, Joyce Chanetsa, under the coordination of Pauline Kisanga, Regional Coordinator, IBFAN Africa.

Campaign Tool 3: Comparison and Analysis of C183 with National Laws and Practices

1. C183	2. R191	3. OUR COUNTY'S LAWS	4. COMMENTS	5. OUR OBJECTIVES	6. DETAILS
<p>Scope: All employed women including those working in atypical forms of dependent work. Certain categories of workers can be excluded. Women working in the informal sector are excluded.</p>	<p>Maternity leave in case of adoption.</p>				
<p>Maternity leave: Length: 14 weeks, at least 6 weeks after confinement.</p>	<p>18 weeks at least. Mothers should be able to choose when they take their leave.</p>				
<p>Additional leave: Sick leave can be taken in case of illness.</p>	<p>Paternity leave in case of hospitalisation or death of mother. Parental leave for either parent at the end of maternity leave.</p>				
<p>Conditions for leave: Medical certificate.</p>					
<p>Cash benefits: Level of benefits no less than 2/3 of salary.</p>	<p>100% of salary.</p>				
<p>Medical benefits: Free prenatal, childbirth and postnatal care depending on national law and practice.</p>	<p>Free care.</p>				
<p>Financial responsibility for benefits: Public funds except in exceptional cases.</p>	<p>Contributions to maternity benefits are paid in proportion to the total number of workers in an enterprise.</p>				

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Campaign Tool 3: Comparison and Analysis of C183 with National Laws and Practices

1. C183	2. R191	3. OUR COUNTY'S LAWS	4. COMMENTS	5. OUR OBJECTIVES	6. DETAILS
Health protection: Pregnant and lactating workers are not obliged to perform work that is a risk to mother or child.	Women should be informed of risks. Alternative work should be provided without loss of pay.				
Protection from dismissal and discrimination: Unlawful to dismiss during pregnancy, maternity leave and a period after returning to work except if maternity is not at cause. Upon return to work, the woman is entitled to the same position and salary. No discrimination to employed women or women seeking employment based on grounds of maternity (no pregnancy tests).	Professional rights should be continued during maternity leave.				
Breastfeeding breaks: One or more breaks per day or reduction in length of working day.	Breaks should be adapted to needs of mother and child. Mother should be able to choose to reduce length of work day rather than take breastfeeding breaks during work hours.				
	Breastfeeding facilities: Facilities set up at or near the workplace				

Campaign Tool 4: Country Plan of Action - Zimbabwe*Zimbabwe Maternity Protection Action Plan: 2001 - 2003**Overall goal: Enhanced breastfeeding through improved maternity protection for working women*

LEVEL	OBJECTIVE	PROBLEM/OBSTACLE	STRATEGY	ACTIVITIES	ACTORS	EXPECTED OUTCOME
National	Advocate for ratification and implementation of MPC 183	Financing of maternity benefits	1. To understand the process of setting up a maternity benefits scheme	1. Meetings/ seminars with key stakeholders	Min of Labour NSSA Min of Health Min of Finance Trade unions Employers Org Women's Org	1. Clarification and appreciation of the process
			2. Develop an appropriate intervention strategy to influence the process in 1 above	2. Lobby for speeding up of the process	Min of Labour NSSA Min of Health Min of Finance Trade unions Employers Org Women's Org	2. Maternity benefit scheme set up
			3. Inclusion of provision of C 183 in Labour Relations amendment Bill	3. Appropriate input into the process	Min of Labour NSSA Min of Health Min of Finance Trade unions Employers Org Women's Org	3. Ratification of C 183
		Lack of awareness of Maternity Protection Legislation by workers	4. Awareness Creation programmes	4.1. Comparative analysis of national legislation against C 183	All relevant stakeholders group on MPC	Sensitised/ informed workers

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Campaign Tool 4: Country Plan of Action - Zimbabwe*Zimbabwe Maternity Protection Action Plan: 2001 - 2003**Overall goal: Enhanced breastfeeding through improved maternity protection for working women*

LEVEL	OBJECTIVE	PROBLEM/OBSTACLE	STRATEGY	ACTIVITIES	ACTORS	EXPECTED OUTCOME
National				4.2. Integrate C 183 into planned workshop on C 102		
			5. Training programmes	5.1. Development of training materials/ package 5.2. Training/ orientation of trainers of other progs e.g. breastfeeding counsellors	Local team + working group on MPC	Training package
			6. Feasibility study into provision of breastfeeding corners/ facilities	6.1. Developments of study instruments 6.2. Setting up of pilot facility	Local team + working group on MPC	
					Local team + working group on MPC	Study done
					Local team + working group on MPC	Pilot facility set up

Working Group Level
 Provision of technical support
 Provision of generic training material
 Support in advocacy activities

Regional Level
 Provision of seedgrants
 Facilitation of technical inputs
 Provision of technical information

Global Level
 Provision of technical information
 Support with seedgrants
 Assist in capacity building of national teams

Campaign Tool 5: Sample Survey - Maternity and Work

Reproduced with permission from *Maternity Protection ILO Convention C 183: A New Standard for the New Century*. Ferney Voltaire Cedex (France)/Bruxelles/Bruxelles: Public Services International/ International Confederation of Free Trade Unions/ Education International, 2001 pages 29-34.

Section 1 - General Information

- How old are you?

 Under 20 20-25 25-30 30-35 35-40 40+
- Where do you work?

Industry _____ Company name _____ Department _____
- Are you employed?

 Full time Part time Casual Temporary On a piecework system

 As a home based worker
- What is the name or title of your job? _____
- Does your workplace have:

 Mostly male employees Mostly female employees About the same number of male and female employees

Section 2 - Pregnancy and Employment

- Have you ever been pregnant while employed?

 Yes No (if no, go to question 3)

If yes, how many times? _____
- What was your employer's reaction to finding out you were pregnant?

 Supportive Unsupportive

Please give examples _____
- While you were pregnant at work, did you need to request light duties or be transferred to a safe job?

 Yes No

If yes, did you experience any difficulty with this request?

 Yes No

If yes, why? _____
- Were you transferred to another post due to your pregnancy in an unnecessary manner? For example, were you moved to a lesser paid or less senior position when there was no apparent reason for this.

 Yes No

If yes, please give details _____

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Campaign Tool 5: Sample Survey - Maternity and Work

5. Did you need to take time off work as a result of/during your pregnancy?

Yes No

6. Did you experience any difficulty with your employer in taking time off work?

Yes No

If yes, please explain _____

7. Prior to becoming pregnant, were you aware of your rights and obligations in relation to maternity leave?

Yes No

Did you get this information from: Work colleagues Your union Your employer

Others, please specify _____

8. Did your employer know his/her rights and obligations in relation to maternity leave?

Yes No

If no, what difficulties, if any, did you experience because of this? _____

9. Was your maternity leave Paid OR unpaid OR both paid and unpaid

If paid, how long was the paid period and what level of payment

did you receive (eg. 100% of previous income for 3 months etc) _____

10. Did you have any difficulties accessing medical and/or midwifery services including prenatal, childbirth and postnatal care?

Yes No

If yes, please provide details of these difficulties _____

11. Did you experience any difficulties when returning from maternity leave?

Yes No

If yes, please give details _____

12. When returning to work from maternity leave, did you return to your previous post?

Yes No

If not, why not? _____

13. When returning from maternity leave, did you seek agreement from your employer to return part-time?

Yes No

Were there any problems and/or obstacles about returning to work on a part-time basis?

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Campaign Tool 5: Sample Survey – Maternity and Work

14. Did you breastfeed your baby?

Yes No

15. For how long did you breastfeed your baby? _____

16. If you breastfed your baby, did you continue to do this when you returned to work?

Yes No

17. If you continued to breastfeed when you returned to work, did you breastfeed/express at the workplace?

Yes No

18. If you breastfed or expressed milk at the workplace, what facilities were made available to assist you? (eg private room, washing facilities, storing facilities, etc)

19. How long were you offered as breastfeeding breaks and were those breaks considered as working time and paid accordingly?

Length of time every day: _____ Yes No

20. If you did not continue to breastfeed when you returned to work, was the attitude of your employer or the lack of facilities at your workplace a reason for stopping? Yes No

If yes, please provide details _____

21. Please give information about any other experience you had during pregnancy at work (supportive/unsupportive workmates etc) _____

Section 3 - Discrimination

1. Do you believe you have been discriminated against because you were pregnant or have the potential to fall pregnant, or because you are a mother, in any of the following areas:

- Advertising and recruiting for positions
 In the terms and conditions of employment
 Training
 Promotion
 Termination of employment

Please give details _____

2. Have work practices and/or conditions of employment in your workplace affected your decision to have, or not to have children?

Yes No Not relevant

If yes, why? _____

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Campaign Tool 5: Sample Survey - Maternity and Work

Thank you for filling this survey. In June 2000, the International Labour Organisation adopted ILO Convention No 183 on Maternity Protection. The international trade union movement is carrying out a campaign to convince national governments to ratify this Convention and ensure that the minimum standards contained within the Convention are a reality for all working women.

Your union is part of this campaign. The information provided by you in this survey will assist your union. If you would like to receive more information on maternity rights for working women or be part of the campaign, please fill out the details below:

OPTIONAL

Name _____

Address _____

Home phone _____ Work phone _____

Work fax _____ Email address _____

Adapted with thanks from the Maternity and Work Survey of the Australian Service Union.

Campaign Tool 6: Contacting People and Organisations

Here is a list of *important government institutions, groups and people* that you may decide to contact in the course of your campaign. It can be used to draw up your specific list and a plan for contacting them during the different phases of your campaign.

There are also a *model letter* to be addressed to people who should be or are supporting your campaign and a *draft press release*.

1) Important addresses

Each letter should be personalised and written to a specific person. If you do not know the name, you should check it out. Letters may be sent to Ministry or State Departments of Health, Labour Social Welfare, Women's Affairs, the social security authority, political parties, trade unions, employers' associations, human rights organisations, legal rights, development and women's groups, ILO representatives, university women's studies or gender programmes, church organisations, companies, well-known artists and film, music or sports personalities as well as the media.

2) Model letters

A letter is the way to place one's concerns before a person, usually a person in a position to make or influence decisions, and to invite his/her response. The following points will be of use when writing letters:

- Target the person you feel most likely to be receptive. Before you write, you should learn about this person's mandate and particular interests in relation to maternity protection at the workplace.
- Start a productive and open dialogue to inform her/him of your concerns, adapting to the national situation with specific, down to the point observations or remarks, using her/his mandate as a point of departure.
- Explain who you are (describe your group) and why maternity protection at work and breastfeeding are important to you. You may want to add a flyer describing your organisation or the Maternity Protection Coalition.

**DRAFT LETTER FOR RATIFICATION OF ILO CONVENTION 183
(MINISTRIES, DEPUTY, MEMBER OF PARLIAMENT, PUBLIC POLITICAL FIGURE, ETC.)**

Minister of Labour
Ministry of Women's Affairs (or others)

Re: Ratification of C 183 Maternity Protection Convention, 2000

Dear Mrs., Mr.

On behalf of our organisation [name], which is part of the Maternity Protection Coalition*, I am writing in regard to ILO Maternity Protection Convention, 2000 (No 183), which was adopted by the International Labour Conference in June 2000. Since its adoption four countries (Slovakia, Italy, Bulgaria and Romania) have ratified the Convention.

As advocates of women's and children's rights to optimal health and nutrition, we support and protect optimal breastfeeding practices and defend women's rights to equality and non-discrimination both in society and in the workplace.

The Constitution of the ILO requires that Member States bring the Convention before the competent national authority for the enactment of legislation. We request you to please inform us about the steps your Ministry has taken in this direction.

/ or /

Considering your involvement in women's rights/children's issues/public health and nutrition matters, and your commitment to improving the working conditions of women workers and to enabling women to both work and bring up healthy children, we would like you to inform us of the steps you have taken towards ratification of this Convention and/or improving our federal/national/provincial/municipal legislation on maternity protection at the workplace.

In addition, we would be interested to learn what specific legislation – as well as what changes – are being considered to comply with the provisions of ILO Convention 183 – Maternity Protection Convention, 2000.

We would be extremely grateful if you could provide us with information on the consultative process set up in our country to review the ratification of ILO C 183. How can national NGOs and other interested groups participate actively in such a process? We would like to request a meeting to discuss these matters and look forward to your early response.

Yours sincerely,

Your name and position/title

[You should use your group's stationery, or a stamp of your organisation,.]

* Maternity Protection Coalition: constituted in 1998 to campaign for the adoption of ILO Convention 183. The following organisations and networks are part of the Coalition: IBFAN – International Baby Food Action Network, ILCA – International Lactation Consultant Association, LINKAGES, and WABA – World Alliance for Breastfeeding Action. IMCH – International Maternal and Child Health (University of Uppsala, Sweden) and UNICEF – United Nations Children's Fund, provide technical assistance.

3) Press releases

Press releases are used to disseminate important information as widely as possible. They may announce a press conference, the launching of a document or campaign, any other event, or even some basic news. They are very carefully worded, precise, and accurate. Press releases are most often sent to the media (newspapers, news agencies, radio channels and television companies) which may even quote directly from the texts received. But they can also be sent to government ministries and other organisations to act as flyers announcing an event or a campaign. Press releases may also be put on to an organisation's website.

Information provided in a press release should have documentation from scientific studies to back health assertions and also relevant information such as dates, location of events, contact name, email addresses, websites, etc. It should not go beyond a page or two.

Press releases may be sent to: media (newspapers, radio channels, television companies, press agencies), websites and electronic mailing lists, trade unions, government ministries and departments, ILO regional offices and NGOs and professional bodies that may use your information in their newsletter.

DRAFT PRESS RELEASE TO LAUNCH THE NATIONAL CAMPAIGN FOR RATIFICATION

Campaign Launched to Support Maternity Protection for Working Women

Today the [name] organisation/association, which is part of the international Maternity Protection Coalition (MPC)* launched a campaign designed to promote the rights of pregnant women and women returning to work after childbirth. Ms. XXX said that the campaign "aims to make maternity protection for working women a reality in the 21st century." In [this country name] the following organisations are involved in the campaign: [complete list].

The first priority of the national campaign is to gain the commitment of our government to ratify International Labour Organization Convention 183, known as ILO Maternity Protection Convention, 2000. The ILO Convention, which was adopted in June 2000, took more than two years to negotiate. It has been ratified by Slovakia, Italy, Bulgaria and Romania, and entered into force on 7 February 2002. "This is the internationally recognised minimum protection that should be available to all women who work," stated Ms. XXX.

"It is unthinkable that in the 21st century we still hear stories from women who meet with harassment and discrimination in the workplace whilst they are pregnant or if they continue breastfeeding when they go back to work. The ILO Convention addresses all these points," said Ms. XXX.

The main forms of protection that are included in the Convention are:

- the right to at least 14 weeks maternity leave;
- income replacement during maternity leave, at a standard equal to two-thirds or more of the woman's previous earnings;
- the right to medical benefits, including prenatal, childbirth and postnatal care;
- protection from dismissal and discrimination;
- protection from health risks to mother and/or baby during pregnancy or lactation;
- the right to daily breastfeeding breaks (or to a shorter workday) upon returning to work.

"Maternity protection as outlined in ILO Convention No 183 benefits all of society. Families should not have to choose between the mother's income and a healthy start for their babies. The Convention also allows for more rights for working women with regard to their jobs during pregnancy and after birth. Damaging and discriminatory behaviour are illegal," said Ms. XXX.

"This campaign has been launched to make maternity rights a reality in our country. We strongly encourage our government to ratify Convention 183 and to improve our national maternity protection laws. With our allies, we will campaign to increase public awareness and to improve workplace practices," concluded Ms. XXX.

For more information, please contact: [your organisation's address, phone and/or email].

* Maternity Protection Coalition: constituted in 1998 to campaign for the adoption of ILO Convention, 2000 on Maternity Protection (No 183). The following organisations and networks are part of the Coalition: IBFAN - International Baby Food Action Network, ILCA - International Lactation Consultant Association, LINKAGES, and WABA - World Alliance for Breastfeeding Action. IMCH - International Maternal and Child Health (University of Uppsala, Sweden) and UNICEF - United Nations Children's Fund, provide technical assistance

Campaign Tool 7: Arguments and Counter Arguments

Prepare ahead of time before lobbying or meeting with potential adversaries. Try to anticipate their concerns and be ready with some responses.

IF THEY SAY THIS:

YOU CAN ANSWER THIS:

Employers lose productivity when women take maternity leave.

Productivity must be seen in the long term, not only short term. Employers lose productivity when workers take leave because of illness, injury, disability, or military service. Unlike many of these kinds of absences from the workplace, maternity leave can be scheduled ahead of time, so the employer can plan ahead. As maternity leave safeguards the health of women and babies, and this benefits all citizens, including employers.

Employers will avoid hiring women if they have to cover extra costs for maternity benefits.

Women are valuable employees who have much to contribute. Their work is essential in many workplaces. Maternity protection (MP) laws make it more possible for them to participate in the workplace. Maternity protection laws must share the costs of childbearing – of bringing forth the next generation of workers – among employers, workers, and government. No sector should carry the entire burden. Where there are no MP laws, or where MP is inadequate, the women and the babies pay extra "costs" because they experience higher stress and sub-optimal health.

Employers lose productivity when women take nursing breaks.

Employers lose productivity when parents miss work to take care of sick children. Sustained breastfeeding after the mother's return to work helps keep her baby healthy, especially if the baby is cared for in a group setting. Nursing breaks can be scheduled. You can't plan ahead for children's illness. After taking a nursing break, a lactating mother returns to her assignment more comfortable, more confident, and ready to work more productively.

Nursing breaks are too disruptive to the flow of the workday.

The time needed for nursing breaks is greatest in the early days back at work after maternity leave. As the baby gets older, less time is needed. Disruption can be minimised by giving the worker good support. Nursing breaks may also be combined as a reduction of work hours at the beginning or end of the day.

Child-care at the workplace is too expensive.

Nursing mothers don't need care for older children, just for infants, and possibly for toddlers. Younger children do not require as much space or as much equipment as pre-school children. Perhaps a compromise can be found: the employer supplies a space, and the employee provides the care-giver. Perhaps the caregiver simply brings the baby to visit its mother in a pre-arranged place at a pre-arranged time.

If we give women all these benefits, they will have too many babies.

Women and families may make a free and informed decision about having children on the basis of many factors. Benefits are there to protect women's and children's health. If there were no benefits, women would still have babies, and the health risks would be higher.

Employers who have many female employees will be at a competitive disadvantage if they have to provide MP.

The costs of MP must be shared among all workers, employers, and government. An employer who provides better MP benefits attracts better and more loyal workers and will thus have a competitive advantage compared to others.

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Campaign Tool 7: Arguments and Counter Arguments

IF THEY SAY THIS:

Nursing breaks would cost employers too much

YOU CAN ANSWER THIS:

Three US insurance companies have published cost/benefit data about providing breastfeeding support. Kaiser Permanente in Southern California covered breastfeeding services for their clients. Breastfeeding duration rose 37% at 2 weeks, 70% at 2 months, 82% at 4 months, and 67% at 6 months. At the same time, hospital admission rates fell from 1.5% of covered newborns to 0.5%. Babies made fewer clinic visits as well.

The Aetna company offers breastfeeding support to its own employees. They estimate that the return on investment (ROI) for this programme is 2.18 to 1, based on a cost model used in industry research which has demonstrated a reduction in medical costs and time lost from work due to infant illness in the first year following a baby's birth. A survey of participating employees (with a 57% return rate on the survey) found that 90% said the programme helped with a smooth transition back to work and 88% said that it contributed to their satisfaction with working at Aetna.

The Cigna company studied its lactation support programme and reported annual savings of US\$60,000 from reduced absenteeism among the breastfeeding employees. Compared to the bottle-feeding mothers, they lost 77% less time through absences from work. Formula-fed babies of employees went to the doctor for illness 1.8 times more often than the breastfed babies, and the breastfed babies needed 62% fewer prescriptions.

NOTES

This kit is produced by the Maternity Protection Coalition (MPC), comprising of the International Baby Food Action Network (IBFAN), the International Lactation Consultant Association (ILCA), the LINKAGES Project and the World Alliance for Breastfeeding Action (WABA), with technical assistance from the International Maternal & Child Health, Uppsala University, Sweden (IMCH) and United Nations Children's Fund (UNICEF). The MPC supports women's right to breastfeed and work, by advocating for implementation and monitoring of improved maternity protection entitlements.

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Showcasing Imaginative Legislation

Here are some selected examples to show how countries are dealing imaginatively through legislation with various contentious aspects of maternity protection at the workplace.

In each country example, the focus is on one or several aspects of maternity protection at work. It is interesting to see how advocacy has served to bring about improvements in legislation and ratification.

1. Maternity protection for domestic workers: Sudan

As a group, domestic workers systematically get left out of maternity protection laws. The Sudanese Association for Breastfeeding Action (SABA) is working for a revision of the Domestic Servants Act of 1955. Together with women's organisations and other stakeholders, SABA is advocating for the provision of at least eight weeks of paid maternity leave for house servants.

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2. Extending maternity leave: Bangladesh

The Bangladesh Breastfeeding Foundation (BBF) has been working as a national agency to protect, promote and support breastfeeding since 1989. One of its seven sub-committees, the Working Women sub-committee, worked towards enabling working mothers to breastfeed by establishing crèches, or by obtaining breastfeeding breaks and permission for mothers to take their children to the workplace, and extending maternity leave from three months to four months.

The *Dhaka Declaration on Breastfeeding*, adopted in 1991, stated that all government policies and programmes would be formulated to empower women

and ensure their access to resources in order to achieve optimal health for themselves and allow them to sustain breastfeeding.

In February 1997, an application on maternity protection at work was sent to the Secretary of the Ministry of Women and Children Affairs. After a year of negotiations another application was forwarded, proposing the extension of maternity leave. In March 1999, BBF raised the issue of extending maternity leave through a letter to the Prime Minister.

From 1997 to 2001, BBF helped to publish newspaper articles on maternity protection at work. This created awareness among the public regarding the importance of extending maternity leave for working women. BBF also advocated at the Women's Council and helped to organise electronic media discussions on the subject. Moreover, BBF took an active part in the ILO Maternity Protection Campaign in 2000 by organising seminars for women in employment.

BBF also lobbied at the ministries regularly. The issue had to reach approval by the Prime Minister's office and the Ministries of Women and Children Affairs, Establishment, and Finance.

Lobbying with the Ministry of Women and Children Affairs took eighteen months in the first phase. At the beginning, BBF officials visited the Ministry every week; after two months, the visits had become daily routine, but very little progress was made.

Changing tactics, BBF decided to lobby the Prime Minister. After six months, he forwarded the proposal to the Ministry of Women and Children Affairs. This time it took two months to send the proposal on to the Ministry of Establishment with a favourable note.

BBF lobbied the Ministry of Establishment twice a week for one month, until the Ministry forwarded the proposal to the Ministry of Finance - again with a favourable note. The same lobbying process then took place at the Ministry of Finance almost every day for two months, and then once a week for nineteen long months.

Finally, on the 9th of July 2001, the Government of Bangladesh approved the new legislation issuing the "Government Order on maternity leave for four months." In addition to being entitled to a longer leave, mothers can now take their leave flexibly, before and after delivery, or only after delivery.

This is a fine example of how persistent lobbying helped in extending maternity leave. Due to BBF's advocacy work in raising awareness in the health sector, women's health issues which were neglected before, now receive higher priority.

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3. Financing benefits: Australia

A Sydney-based newspaper dated 1 July 2002 reported: A government-subsidised paid maternity leave scheme is being considered in Australia "but it won't extend to wealthy families", the Minister for Family and Community Services, Amanda Vanstone, said in June, 2002.

The approved scheme would also be designed to ensure that small businesses would not bear any financial burden. However, some cabinet ministers are opposed to a paid maternity leave scheme of any kind.

The Prime Minister of Australia, John Howard, said that he supported the "concept" of paid maternity leave, which only 38% of working women receive currently, either through workplace agreements or through industrial awards. In Australia, all women are entitled to one year of *unpaid* maternity leave.

Senator Vanstone told Channel 9 she was anxious to ensure that any government assistance "didn't end up being a payment basically to people who are extremely well-off."

Those sentiments go against the proposals from the Sex Discrimination Commissioner, Pru Goward, who has proposed 12 weeks' paid maternity leave to be financed by a combination of government, business and employees, at a cost of \$AUS 300 million a year.

Adapted from a story by Tom Allard and Ellen Connolly, *The Sydney Morning Herald*, Australia, July 1 2002

4. Financing benefits: Zimbabwe

Zimbabwe is considering ratifying ILO Convention 183 as soon as a financing mechanism for maternity benefits is put in place.

In 2001, the National Social Security Authority (NSSA) of Zimbabwe was asked to come up with a proposal for a Maternity Benefits Scheme to form part of the overall Social Security, along the principles of social insurance under the "Pensions and Other Benefits Scheme."

Under Social Insurance, the "Maternity Benefits Scheme," a short-term cash benefit, will be paid to a woman whilst on maternity leave as an income replacement during that period of leave. Every member of the "Pensions and Other Benefits Scheme" will automatically contribute to the Maternity Benefit Scheme for the benefit of childbearing women who are members of the scheme. Employers will also contribute to this scheme.

A woman will qualify for the "Maternity Benefits Scheme" after a contributory period of one year. She will receive benefits for a subsequent pregnancy after at least two further years of contribution. These conditions are the same as those of the *Labour Relations Act*.

The NSSA has proposed that a woman be paid the full amount of her previous earnings. This proposal is currently under consultation by stakeholders. Although the timetable for consultation has gone beyond the planned deadline, it is important that sufficient time be given to this process, as it is critical to the ratification of the ILO Convention.

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5. Non-discrimination and employment protection: Sweden

Non-discrimination and employment protection are covered by various regulations and legislation in Sweden today, such as, *Equal Opportunities Act, Parental Leave Legislation, Employment Protection Legislation, EU Maternity Protection Directive (92/85), EU Supreme Court Praxis, a Proposed Amendment to the EU Equal Rights Directive (76/207)*.

In spite of this quite comprehensive legal protection, discrimination of women in employment is not uncommon in Sweden today. Recent reports from trade union surveys indicate that one third of women are asked during the job interview about their plans for having children. The number of reported cases of gender discrimination in employment has also increased dramatically over the past few years.

To counteract this alarming trend, the Swedish Equal Opportunities Ombudsman has recently started a campaign called "*Children and Work: 9 Months*" which aims to:

- inform the public of their relevant rights and regulations;
- inform and actively influence employers, trade unions and political decision makers to stop discrimination in respect to pregnancy;
- change attitudes so that pregnancy and childbirth are considered to be normal life processes rather than work-related problems.

The second phase of the campaign will cover the problems related to the period after the child is born. This phase will be called "*Children and Work: Parenthood*." Furthermore the Equal Opportunities Ombudsman is proposing that the gender equity legislation (or the parental leave legislation) be expanded to include a direct prohibition of discrimination, not only on the basis of sex, ethnicity and sexual preference, as is the case now, but also on the basis of parenthood.

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6. Breastfeeding breaks: Belgium

Belgium's maternity protection law came into force in July 2002. It specifies in great detail a breastfeeding woman's rights in the workplace, with seven chapters and eleven articles solely on breastfeeding breaks. Since trade unionists in many European countries report that breastfeeding breaks are a barrier to ratification of ILO C183, the Belgian model may point toward a solution. However, some details of the Belgian law, for instance the monthly medical certificate and the limitation of breastfeeding breaks to the first seven months after birth, would be too restrictive for countries where breaks are already well-accepted features of maternity protection at work.

The new Belgian Labour Collective Agreement No 80 gives women working under contract in the private and the public sector the right to breastfeed or to express their milk during work hours. Breastfeeding breaks are paid by the national health insurance at the same rate as maternity leave (82% of salary). They are considered work time, meaning that employees do not lose their rights to seniority, advancement, etc. The worker is entitled to breastfeed and/or to express her milk in specific premises set up by the employer. The premises have to be private, well ventilated, well lit, clean, appropriately heated, and equipped for the mother to lie down to rest. They are generally located

Showcasing Creative Workplace Solutions

Here are some examples of how improved maternity protection conditions can be created through workplace policies.

1. Canada – Commitment to workplace support

“Peterborough workplaces rise to the challenge! Twenty-four local employers acknowledged their support for breastfeeding, and made a commitment to provide supportive workplace practices to help women to continue breastfeeding upon their return to work.

During July and August (2001), the Peterborough Breastfeeding Coalition challenged local workplaces to support breastfeeding by providing a private, clean location for breastfeeding, or pumping breastmilk, and by being willing to discuss a woman’s plans for breastfeeding upon her return to work. Workplaces shared the practices that they offer employees. The most important practices are: a willingness to discuss a woman’s infant feeding plan prior to her maternity leave; and determining ways to accommodate her plan once she returns to work. Accommodation may include: flexible hours, job sharing, part-time hours, a private, clean and comfortable location for breastfeeding or expressing breastmilk; and an extended lunch or breaks which can be made up at other times.”

Source: Family-Friendly Workplaces Newsletter, Vol. 1 No. 1, Fall 2001. Child Health Programme of the Peterborough County-City Health Unit of Ontario, Canada.

2. Mexico – Worksite breastfeeding programme

Mexican labour laws provide mothers with two 30-minute nursing breaks per day after they return to

work. Maternity leave is twelve weeks, but six weeks must be taken before the baby’s due date, leaving only a short six weeks for mother and baby to establish a good breastfeeding routine.

Lactation consultant Roberta Graham de Escobedo found that many women in her province of Yucatán were not aware of their right to breastfeeding breaks. She visited a factory owner to propose setting up a worksite breastfeeding programme, which would support the workers while at the same time help the employer to comply with the national law. Once he had agreed, Roberta trained the supervisors and managers on the new programme.

Under the new “corporate lactation” programme she has developed, Roberta visits the factory to tell each new group of pregnant workers how they will be able to continue breastfeeding when they return to work. The company provides breast pumps and a place for expressing milk; Roberta provides support.

The university, the mayor’s office, a newspaper with the largest circulation in the province and many factories in Yucatán are now mother-friendly workplaces that provide lactation support. Roberta is amused that her first programme, which is still going strong, was in a factory that sews brassieres.

Source: Roberta Graham de Escobedo, personal communication.

3. New Zealand - Parental leave

The following examples have been taken from the EEO Trust Awards for employers implementing good parent and mother-friendly policies at the workplace.

"Ford Motor Company of New Zealand work and life policies were initiated three years ago by the need to retain a pregnant woman staff member. Now all salaried employees are eligible for flexible part-time work upon the birth or adoption of a child, as well as if a direct family member requires care. There is also the option of work from home (telecommuting)..."

"Manaaki Whenua (Landcare Research) is one of the first organisations to provide paid parental leave... Their staff with newborn children receive financial support (six weeks paid maternity leave and two weeks paid parental leave)... thus easing the pressure to return to work. They also operate a flexible leave scheme that allows staff to buy additional leave, or take it without pay."

At HortResearch, "... staff on parental leave now accrue annual and sick leave, effectively giving an additional three to four weeks paid leave to those taking twelve months parental leave. HortResearch also provides a dependent care allowance to cover any child, dependent family or elder care costs if staff need to travel ... There is also a nanny network... The charges ...are reimbursed through a claim form."

For more information, visit website:
http://www.parentscentre.org.nz/babies_and_preschoolers/4-5yrs/c-flexible_workplace....

4. The Philippines - Crèche at the workplace

Arugaan is a Filipino NGO involved in breastfeeding protection, promotion, and support. In the Filipino language "Arugaan" means "to nurture fully and with commitment." Arugaan's ten-hour crèche/day care programme at PIA (Philippine Information Agency) serves as a support system for working mothers with infants and toddlers.

How maternity protection was translated into an Arugaan crèche at the PIA workplace

The government employees' union petitioned the PIA management for day-care at the workplace. They attributed problems of interrupted work and low productivity to lack of childcare support for workers.

PIA management called in Arugaan, and a number of consultative meetings were held, during which department directors, parents and employees discussed a crèche programme. A crèche for twelve infants and toddlers was outfitted through cooperation between PIA management and the parents. A few office departments contributed supplies like crayons, coloured pens, and paper.

Since the beginning of the programme, the Human Resources Development office has served as the liaison with Arugaan. Money from gender and development funds covers 75 per cent of the crèche fees, and the parents contribute 25 per cent. Arugaan provides the programme and services, including staff and trained caregivers. There is no management fee, but in order to cover expenses, Arugaan accepts a few children from outside of PIA.

Going beyond maternity protection at the workplace crèche

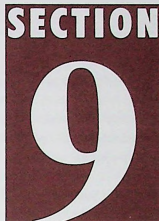
Mothers visit the crèche during breastfeeding breaks. Some mothers express their milk and send it to the crèche for cup feeding when their work takes them outside the home office.

Breastfeeding women support each other at the crèche, where informal breastfeeding counselling is the norm. The crèche is a showcase for appropriate feeding practices; indigenous foods are given as complementary foods to babies over six months and to toddlers, thus developing good eating habits. The crèche serves as a forum where parents discuss topics such as reproductive health rights, parental leave, parenting skills, and the need to extend the Philippines' eight weeks' paid maternity leave to 14 weeks.

The crèche also has become a training centre for women who wish to develop skills as caregivers or childcare specialists. The Department of Social Welfare and Development, which is in charge of institutional pre-school day care programmes, has sent their staff for skills upgrading at Arugaan. Many former trainees now have their own businesses or run community-based crèches and day care centres.

For more information, contact Ines Fernandez at email: arugaan@mozcom.com

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WABALink. Quarterly Periodical. Subscription Rate: Free of charge. Available from: World Alliance for Breastfeeding Action, P.O.Box 1200, 10850 Penang, Malaysia. Tel. (760-4) 6584816 Fax: 657 2655. E-mail: secr@waba.po.my website: <http://www.wlogica.com.br/waba>

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This kit is produced by the **Maternity Protection Coalition (MPC)**, comprising of the **International Baby Food Action Network (IBFAN)**, the **International Lactation Consultant Association (ILCA)**, the **LINKAGES Project** and the **World Alliance for Breastfeeding Action (WABA)**, with technical assistance from the **International Maternal & Child Health, Uppsala University, Sweden (IMCH)** and **United Nations Children's Fund (UNICEF)**. The MPC supports women's right to breastfeed and work, by advocating for implementation and monitoring of improved maternity protection entitlements.

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Beijing Platform for Action, 1995
Strategic Objectives and Actions on
Health, Violence against Women and Economy

Adopted by the Fourth World Conference on Women, Beijing, People's Republic of China, September 1995

C. WOMEN AND HEALTH

Strategic objective C.1

Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services

Actions to be taken

106. *By Governments, in collaboration with non-governmental organisations and employers' and workers' organisations and with the support of international institutions:*
- p. Formulate special policies, design programmes and enact the legislation necessary to alleviate and eliminate environmental and occupational health hazards associated with work in the home, in the workplace and elsewhere with attention to pregnant and lactating women;
 - r. Promote public information on the benefits of breastfeeding; examine ways and means of implementing fully the WHO/UNICEF International Code of Marketing of Breastmilk Substitutes, and enable mothers to breastfeed their infants by providing legal, economic, practical and emotional support;
 - w. Promote and ensure household and national food security, as appropriate, and implement programmes aimed at improving the nutritional status of all girls and women by implementing the commitments made in the Plan of Action on Nutrition of the International Conference on Nutrition, including a reduction world wide of severe and moderate malnutrition among children under the age of five by one half of 1990 levels by the year 2000, giving special attention to the gender gap in nutrition, and a reduction in iron deficiency anaemia in girls and women by one third of the 1990 levels by the year 2000.

Strategic objective C.3

Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues

Actions to be taken

108. *By Governments, international bodies including relevant United Nations organisations, bilateral and multilateral donors and non-governmental organisations:*

- i. Give all women and health workers all relevant information and education about sexually transmitted diseases including HIV/AIDS and pregnancy and the implications for the baby, including breastfeeding;

Strategic objective C.4

Promote research and disseminate information on women's health

Actions to be taken

109. *By Governments, the United Nations system, health professions, research institutions, non-governmental organisations, donors, pharmaceutical industries and the mass media, as appropriate:*
 - a. Promote gender-sensitive and women-centred health research, treatment and technology and link traditional and indigenous knowledge with modern medicine, making information available to women to enable them to make informed and responsible decisions.

F. WOMEN AND ECONOMY

Strategic objective F.6

Promote harmonisation of work and family responsibilities for women and men

181. Actions to be taken:

By Governments

- c) Ensure, through legislation, incentives and/or encouragement, opportunities for women and men to take job-protected parental leave and to have parental benefits. Promote the equal sharing of responsibilities for the family by men and women, including through appropriate legislation, incentives and/or encouragement, and also promote the facilitation of breastfeeding for working mothers.

This document was prepared as part of the enclosures for the Maternity Protection Campaign kit. Produced by the Maternity Protection Coalition (MPC), comprising of the International Baby Food Action Network (IBFAN), the International Consultant Association (ILCA), the Linkages Project and World Alliance for Breastfeeding Action (WABA), with technical assistance from International Maternal & Child Health (IMCH), Uppsala University, Sweden and United Nations Children's Fund (UNICEF). The MPC supports women's right to breastfeed and work, by advocating for implementation and monitoring of improved maternity protection entitlements. IBFAN/GIFA, CP 157, CH-1211 Geneva 19, Switzerland. Fax: 41-22-7984443; Email: info@gifa.org • ILCA, 1500 Sunday Drive, Suite 102, Raleigh, NC 27607, USA. Tel: 919-7875181; Fax: 919-7874916; Email: info@ilca.org • IMCH, Dept of Women's and Children's Health, Uppsala University, Entrance 11, S-751 85 Uppsala, Sweden. Tel: 46-18-6115958; Fax: 46-18-508013 • The Linkages Project, Academy for Educational Development, 1825 Connecticut Avenue, NW, Washington DC 20009, USA. Tel: 202-8848000; Fax: 202-8848977; Email: linkages@acd.org; Website: www.linkagesproject.org • WABA, PO Box 1200, 10850 Penang, Malaysia. Fax: 604-6572655; Email: waba@streamyx.com; Website: www.waba.org.my



Breastfeeding and the Workplace

World Alliance for Breastfeeding Action

Why does breastfeeding make a difference?

Increasing numbers of women are now spending their childbearing years in active employment. Based on current scientific evidence about the health effects of breastfeeding, UNICEF and the World Health Assembly state that the optimum duration of exclusive breastfeeding, that is, giving no other foods or drinks, is six months. Thereafter, the infant should receive complementary food in addition to breastmilk. Ideally, breastfeeding continues until the age of two years or beyond. This pattern of infant feeding benefits not only infants and their mothers but also families, employers and society as a whole.

How do families benefit from breastfeeding?

Replacements for breastmilk are expensive, in many countries costing 25% or more of the daily wage. The money saved when mothers provide milk for their babies can be spent on other family members, especially on food for older children. Optimal breastfeeding reduces fertility, allowing longer spacing between pregnancies and contributing to better health for the mother and her children. Breastfed babies have a lower risk of sickness, again saving money which might otherwise be spent on health care.

How do employers benefit from breastfeeding?

Employers who cover health care for workers' families have lower costs for doctor visits, hospitalization, and medications when babies are optimally breastfed. When children are healthier, productivity goes up because parents miss fewer work days, worry less and concentrate more on their work. If a woman knows her employer supports breastfeeding, she may come back sooner after maternity leave, thus reducing the employer's retraining and replacement costs. Finally, workplace support for a woman's

"mother-work" gives her a compelling reason for loyalty to her employer.

How does society as a whole benefit from breastfeeding?

- Human milk is a unique natural resource. It is the best food for babies and young children, building brain power as well as health. The only way to obtain it is through breastfeeding. If a community does not give women the support they need in order to breastfeed, this valuable resource can be lost. Replacing human milk is expensive, inefficient and risky—an economically unsustainable alternative. For developing countries, imported milk siphons off precious dollar reserves. On top of the obvious costs to the health care system due to associated illness, society pays hidden costs of environmental degradation and the loss of learning potential in children.

- Breastfeeding is a key component of child-care. It encourages the development of a close, nurturing relationship between mother and child. Additionally, the hormones of lactation improve women's well-being, lower the rates of anaemia by reducing blood loss after childbirth and during lactation, and lessen the risk of osteoporosis and certain cancers later in life. Breastfeeding is the primary method of child spacing for families in situations where contraception is unavailable, unaffordable or unacceptable.

- While breastfeeding women may make up only a small proportion of the workforce at any one time, protection for breastfeeding is important to all. Child-bearing and breastfeeding are vital social functions that only women can carry out, yet they benefit everyone. Each generation of breastfed children lays the foundation for a future generation of healthy and productive workers. Working women in particular need protection against discrimination and harassment because they often face obstacles to breastfeeding at their jobs.



Breastfeeding mothers at work

According to UNICEF, breastfeeding is recognized in Article 24 of the Convention on the Rights of the Child as "an essential component in assuring the child's right to the highest attainable standard of health.... This means that governments are under an obligation to ensure an environment that empowers women to breastfeed their children if they choose to do so. Working women do not lose the right to this enabling environment because they are in paid employment."¹

Breastfeeding rates vary from nation to nation. Most nations have a goal of increasing breastfeeding as a means of improving public health and reducing rates of disease and death in children under five. When creative solutions are found that enhance breastfeeding protection at work, mothers are able to breastfeed longer and better and thus improve health, development and well-being.

What is worksite protection for breastfeeding?

Maternity protection provides the support women need in order to satisfactorily harmonize their productive and reproductive lives. Maternity protection addresses the health needs of women workers and their children, at the same time making it possible for women to remain in the workforce throughout their childbearing years.

Breastfeeding protection was a fundamental component of maternity protection when the International Labour Organization (ILO) was founded in 1919. In June 2000, the ILO adopted a revised Convention 183 and Recommendation 191 on Maternity Protection. The key elements of Convention 183 for breastfeeding women are non-discrimination, employment protection, maternity leave, and breastfeeding breaks. Nations that implement and monitor these provisions in national law and practice are working to ensure that women and men have equal employment opportunities, job security, and conditions of work whilst enabling them to continue providing optimal care for their babies.

- **Non-discrimination:** Convention 183 says that maternity (including breastfeeding) should not constitute a source of discrimination in employment or in access to employment. Furthermore, the Convention makes it unlawful

for an employer to fire a woman during pregnancy, maternity leave or for a period following her return to work, except on grounds unrelated to maternity.

- **Employment protection:** A mother returning to work is entitled to the same job and salary as before her leave.
- **Maternity leave:** The minimum length of paid maternity leave is 14 weeks.
- **Breastfeeding/Nursing breaks:** After maternity leave, women workers who are breastfeeding have the right to paid breastfeeding/nursing breaks or a reduction of work hours.

How does maternity leave affect breastfeeding?

Childbearing requires a major investment of time and energy from women. In 2000, after reviewing the scientific literature, the World Health Organization (WHO) concluded that for optimal maternal and infant health, women need four to six weeks of leave before giving birth and at least sixteen weeks afterwards, with adjustments for increased leave if the woman or her child is sick.² After giving birth, a mother needs time to recuperate from the natural course of pregnancy and childbirth and to begin breastfeeding and caring for her infant. Paid maternity leave enables her to take that time without suffering economic loss.

What is a breastfeeding break?

A breastfeeding break is a period that a breastfeeding mother takes during her work day for either breastfeeding her child or expressing her milk. Breastfeeding breaks are paid time.

Do women have a right to breastfeeding breaks?

Yes! In Convention 183 language establishing a *right* to nursing breaks appears for the first time. In previous maternity protection conventions women were "allowed" nursing breaks or were "entitled to interrupt their work for this purpose."

Why are breastfeeding breaks needed?

Breaks enable mothers to keep up a good supply of breastmilk. A lactating (breastfeeding) mother makes milk 24 hours a day. Normally, her baby breastfeeds around the clock as well, and her breasts respond to the baby's demand by making the amount of milk that the baby takes, for the times the baby usually takes it. If her baby begins to space feedings farther apart (for instance, by sleeping longer at night), her body will adjust by making less milk at those times.

When the mother's job takes her away at a time the baby normally breastfeeds, her baby can drink milk that she has expressed (by hand or with a pump) and left with the care-giver. In order to continue making enough milk for her baby's needs, the mother must also express the milk that gathers in her breasts during the time that she and her baby are apart. In addition, a woman who expresses milk is taking care of her own health, keeping her breasts comfortable and protecting them from infections.

When are breastfeeding breaks needed?

Breastfeeding breaks are most important during the period of exclusive breastfeeding, until the baby is *six months old*. Even after the baby begins to eat complementary foods, breastmilk is still the major part of his or her diet for many more months, and breastfeeding breaks are needed to maintain the mother's milk production at the highest level.

How long does a breastfeeding break last?

An experienced mother can express her milk in 15-20 minutes. Because she needs additional time to go to the place where she will express, clean her hands and any equipment she needs to use, prepare the milk for storage, and get back to her work station, 30 minutes is a realistic length for a breastfeeding break. If the baby is available for breastfeeding, 30 minutes is a reasonable break time, but more flexibility might be needed, since babies are less predictable than adults!

How can breastfeeding breaks be adapted to individual needs?

Mothers and babies are individuals. No single rule will fit them all. Some women will not need a full half hour. Some may need more frequent breaks. ILO Recommendation 191 calls for breastfeeding breaks to be adapted to individual needs by means of a medical certificate or "other appropriate certification." Breastfeeding is part of a woman's personal life; it is not really a "medical" matter. Various options should be developed for certifying a woman's need for breastfeeding breaks. These might include a certificate from a worksite or community nurse, a union welfare officer, or a workplace breastfeeding committee that includes both workers and management.

Working together, women and employers can develop a whole range of creative solutions for adapting the workplace or the breastfeeding breaks to accommodate the needs of both parties.

When are breastfeeding breaks no longer needed?

Babies' breastfeeding patterns vary according to the intensity of their need for milk. For the best health and nutrition, the global standard is to sustain breastfeeding at least until the age of *two years*. To support this standard, in June 2000 UNICEF called on the ILO to include one daily breastfeeding break for the baby's second year when the Maternity Protection Recommendation was revised.

In reality, by the time a child reaches one year of age, many women can maintain an adequate milk supply without needing to express while away from the baby. Once a baby stops breastfeeding, the mother no longer needs breastfeeding breaks.

What is a daily reduction of hours of work for breastfeeding?

If a woman lives far from her job or has no facilities for child care at or near the workplace, she may prefer to add her breastfeeding breaks together and take that time at the beginning or the end of her normal work day. This allows her to work a shorter day and have an extra hour at home with her baby. She might still choose to express milk during her usual lunch break as an additional method for keeping up her milk supply.

What facilities are needed for breastfeeding or expressing milk in the workplace?

ILO Recommendation 191 says that "where practicable, provision should be made for the establishment of facilities for breastfeeding under adequate hygienic conditions at or near the workplace." A breastfeeding woman needs access to a small, clean space with room to sit down and a door, screen, or curtain for privacy, access to clean water, and a secure storage place for milk, such as a locker, or space for a container at her work station.

Basic cleanliness, accessibility and security are the most important features of a "breastfeeding facility." A worker needs to know that the space will be available when she needs it. More than one mother can use the space at the same time, if all agree. In fact, they may find it helpful for mutual encouragement.

The level of cleanliness is similar to that needed for preparing or eating food, thus, *a toilet is not an appropriate location!* Although a refrigerator is useful, it is not essential. The mother or the

Milk Storage Information

Maximum temperature	Place of storage	Time
26°C (79°F)	Closed container	4-8 hours
22°C (72°F)	Closed container	10 hours
15°C (59°F)	Insulated cooler with "blue ice"	24 hours
4°C (39°F)	Fresh milk in refrigerator	3-8 days
4°C (39°F)	Previously frozen milk, thawed, in refrigerator	24 hours
-15°C (4°F)	Freezer compartment inside refrigerator	2 weeks
	Freezer with its own door	4 months
	Deep freeze with constant temperature	at least 6 months

La Leche League, also Hamosh M et al. Breastfeeding and the working mother. Pediatrics 97(4):492-498, 1996.

employer can provide a small coolbox or thermos flask. Milk can also be safely stored for 4 to 10 hours at room temperature.

Why should a breastfeeding woman get support from her employer and co-workers?

A breastfeeding mother invests time and energy providing food and care for her family. This is rewarding, but it can also be stressful. Milk expression in particular becomes more difficult when women are under stress. A supportive attitude from the employer, supervisors, union, and co-workers can lessen the stresses of balancing job and family needs. Since everyone benefits when babies are breastfed, everyone has a social responsibility to support breastfeeding workers.

**Maternity Protection:
IT'S FOR ALL OF US!**



The Maternity Protection Campaign is organized by the Maternity Protection Coalition (MPC), comprising groups from the World Alliance for Breastfeeding Action (WABA), the International Baby Food Action Network (IBFAN), the International Lactation Consultant Association (ILCA) and the LINKAGES project, with technical assistance from the United Nations Children's Fund (UNICEF) and International Maternal & Child Health, Uppsala University, Sweden (IMCH). The MPC supports women's right to breastfeed and work, through international instruments, national legislation and local agreements that strengthen maternity entitlements. This sheet was developed for the information of trade unions, employers and governments as part of the Maternity Protection Campaign. Authors: Chris Mulford (ILCA) and Amal Omer-Salim (IMCH). For more copies, contact the WABA Secretariat.

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1. Statement by UNICEF to the Committee on Maternity Protection, 88th Session of the International Labour Conference, Geneva, 30 May to 15 June 2000 <www.waba.org.br/uniceflo2000.htm>
2. World Health Organisation Statement to the International Labour Conference, 2 June 2000 <www.waba.org.br/whoilo2000.htm>

Resource:

1. *Breastfeeding, Women and Work - the Maternity Protection Campaign: a report of the NGO advocacy efforts at the 88th ILO Conference, 2000, WABA*





Maternity Protection at Work *A Breastfeeding Perspective* **C A M P A I G N K I T**

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