



21 January 2019

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## **Secretary-General's bulletin**

### **Policy on breastfeeding**

The Secretary-General, pursuant to staff regulation 1.3 (b), and for the purpose of assisting staff members who are nursing mothers to achieve a better balance between their professional and personal lives through a more family-friendly work environment, promulgates the following:

#### **Section 1**

##### **Daily time off from work to express milk or breastfeed an infant**

- 1.1 Staff members who are nursing mothers of infants under two years of age shall be entitled to daily time off to express milk and/or breastfeed their infant during working hours.
- 1.2 Staff members who are nursing mothers shall be allowed to bring their breastfed infants to work and to take regular breaks throughout the workday to breastfeed their infant. Staff members who do not bring their breastfed infants to work may avail of up to two hours daily to express milk and/or breastfeed their infant.
- 1.3 Daily time off may be scheduled at any time during the staff member's working hours and may be combined with the scheduled lunch break at the staff member's duty station.
- 1.4 Time off may also be combined with any flexible working arrangement.

#### **Section 2**

##### **Breastfeeding facilities**

Private and suitably furnished facilities specifically designed for breastfeeding or expressing milk shall be made available to staff members by the official with delegated authority for facilities management. Staff members may breastfeed in public within United Nations premises.



**Section 3**  
**Travel provisions**

3.1 Subject to prior authorization in accordance with the administrative instruction on official travel,<sup>1</sup> staff members who are nursing mothers may travel with their breastfed infants on official business travel, except to non-family duty stations.

3.2 When travel of a breastfed infant is authorized, in addition to the travel entitlements of the nursing mother, the Organization shall pay the equivalent of 10 per cent of the cost of the staff member's ticket and 10 per cent of the daily subsistence allowance applicable to the staff member for each breastfed child authorized to travel. Fees charged for the issuance of visas for the infants, if any, shall be reimbursed by the Organization.

**Section 4**  
**Final provisions**

4.1 The present bulletin shall enter into force on the date of its issuance.

4.2 The present bulletin supersedes Secretary-General's bulletin [ST/SGB/2003/14](#), which is hereby abolished.

(Signed) António **Guterres**  
Secretary-General

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<sup>1</sup> See [ST/AI/2013/3](#), section 3.1, which sets out the provisions in force as at the date of issuance of the present bulletin.