

Status of Maternity Protection by Country

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.

We thank all those who participated in updating this document. We like to hear from you on updates and your comments. Write to: waba@streamyx.com

Initial sources: ● www.waba.org.br/countryfiles1.htm

● ILO Report V(2)

Other sources ● Feedback from WABA, IBFAN network & trade unions

● Ministry of Labour of listed countries

● NATLEX, ILO



	NATIONAL MANDATED												
	MATERNITY LEAVE								OTHER LEAVES		BREASTFEEDING 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
Senegal				✓					△			Y	P

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.

Update 19 Nov 2004



	NATIONAL MANDATED												
	MATERNITY LEAVE									OTHER LEAVES		BREASTFEEDING 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
Seychelles				✓ ¹					▲▲■		3	Y	P
Somalia				✓					▲			Y	P
South Africa						✓			▲▲	3		N	-
Sudan	✓							✓ ²	▲▲			Y&N	P
Swaziland		✓							▲			Y	N
Tanzania	✓								▲			Y	P
Togo				✓					▲▲■		3	Y	P
Tunisia	✓								△				
Uganda	✓								▲			N	-
Zambia		✓							▲			N	-
Zimbabwe			✓						▲			Y	P
AMERICAS													
Antigua & Barbuda			✓						△▲			N	-
Argentina			✓						△		2 △	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		✓							△		4 or 8*	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
Netherlands Antilles		✓										N	-
Nicaragua		✓							△			Y	P
Panama				✓					△▲			Y	P
Paraguay		✓							△	2		Y	P
Peru			✓						△			Y	P
Saint Lucia			✓						△				
Trinidad & Tobago			✓ ³						△▲			N	-
USA		✓							⊙▲			N	-
Uruguay		✓							△		3	Y	P
Venezuela						✓			△			Y	P

* 4 days if father contributes to the general health system, 8 days if both parents contribute

¹ Inclusive of 4 weeks, unpaid

² One year with basic salary for breastfeeding mothers

³ 1 month full pay, 2 months half pay

Legend: △ Public Funds ▲ Employer ■ Others ⊙ Unpaid

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



	NATIONAL MANDATED												
	MATERNITY LEAVE									OTHER LEAVES		BREASTFEEDING 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
ASIA/MIDDLE EAST													
Afghanistan			✓						▲			Y	P
Bahrain	✓								▲				
Bangladesh							✓		▲			N	-
Cambodia			✓						▲			Y	P
China						✓			▲			Y	P
Egypt		✓							▲△	2190 ⊙		Y	P
Hong Kong	✓											N	-
India							✓		▲△		15	Y	P
Indonesia		✓							▲		3	Y	U
Iraq	✓								△			Y	P
Iran						✓			△			Y	P
Israel		✓							△	365		Y	P
Japan				✓					▲△	365* ⊙		Y	P/U
Jordan	✓								▲			Y	P
Kazakstan							✓			540 ⊙			
Kuwait	✓								▲			N	-
Laos PDR		✓							▲		7	Y	P
Lebanon	✓								△			N	-
Libya	✓								▲			Y	P
Malaysia	✓								▲			N	-
Mongolia							✓		△	730 ⊙		Y	P
Myanmar		✓							△	6		N	-
Nepal	✓								▲			N	-
North Korea		✓							▲			Y	P
Pakistan		✓							▲			N	-
Philippines	✓								△		7	N	-
Qatar	✓								■			N	-
Saudi Arabia	✓								▲			N	-
Singapore		✓							▲△	2 ▲	3	N	-
South Korea			✓						▲	365			
Sri Lanka		✓							▲			Y	P
Syrian Arab Rep	✓ ¹		✓ ¹				✓ ¹		▲			Y	P
Taiwan	✓									730	2	Y	P
Thailand		✓							▲△			N	-
U. Arab Emirates							✓		△			N	-
Vietnam							✓		△			Y	P
Yemen	✓								▲				
EUROPE													
Austria						✓			△	912	3	Y	P
Albania							✓						
Azerbaijan							✓			1095			
Belarus							✓		△	1095		Y	P
Belgium				✓					△■	1825	3	N	-
Bosnia-Herzegovina								✓ ²	△▲		3	Y	P
Bulgaria							✓		△	1095		Y	P
Croatia							✓ ³			126		Y	P

* 8 weeks for father

¹ 120 days for first child, 90 days for second child, 75 days for third child

² Can share with father

³ After the mother has taken the 10 weeks mandatory maternity leave, the remaining 18 weeks could be shared with the father if so desired. Either one of the parent is also entitled to work half working day after the mandatory maternity leave until the child is one year old

Legend: △ Public Funds ▲ Employer ■ Others ⊙ Unpaid

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



NATIONAL MANDATED													
MATERNITY LEAVE									OTHER LEAVES		BREASTFEEDING 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	
Cyprus					✓			▲△			Y	P	
Czech Rep							✓	△	1095 △	1095	Y	P	
Denmark							✓	▲△		14	N	-	
Estonia						✓		■			Y	P	
Finland				✓				△	158	12	N	-	
France					✓			△		7	Y	U	
Germany			✓					▲△	730* △	2	Y	P	
Georgia						✓		△	540* △		Y	P	
Greece					✓			△	90		Y	P	
Hungary						✓		△			Y	P	
Iceland		✓ ¹						△	91 X 2	90	N	-	
Ireland						✓ ²		△	98 X 2		Y	P	
Italy						✓		△	330 △		Y	P	
Latvia						✓		△	605	300	Y	P	
Liechtenstein	✓							△			Y	P	
Lithuania							✓	■	126	30	Y	P	
Luxembourg					✓ ³			△	182 X 2	2	Y	P	
Macedonia							✓	△		7	N	-	
Malta			✓ ⁴					▲	1095 ⊙	2	N	-	
Monaco					✓								
Netherlands					✓			△	65	2	Y	P	
Norway							✓ ⁵	△	1095	14	Y	P/U	
Poland					✓			△	720 ⊙	14	Y	P	
Portugal						✓		△	90	5	Y	P	
Romania						✓		△	730	5	Y	P	
Slovakia							✓	△			Y	P	
Slovenia				✓					365				
Spain					✓			△		2	Y	P	
Sweden			✓					△	480# △	10	Y	U	
Switzerland			✓					△			N	-	
Turkey		✓						△			Y	P	
Ukraine						✓		△	540		Y	P	
United Kingdom							✓ ⁶	△	91X2⊙	14 △	N	-	
Russian Fed.						✓		△	365				
OCEANIA													
Australia							✓	⊙	365 ⊙		N	-	
Fiji		✓						▲			Y&N		
New Zealand			✓					△	91 ^ △	14	N	-	
Samoa	Not Nationally Mandated												
Solomon Islands		✓						▲			Y	P	
Papua New Guinea		✓						▲			Y	P	

¹ Additional 3 months, can be shared between father & mother

² Additional 8 weeks, unpaid

³ Additional 4 weeks for breastfeeding mothers

⁴ 14th week is unpaid

⁵ 4 weeks of the maternity leave is entitled to the father

⁶ Additional 26 weeks, unpaid

* up to 3 years, unpaid

up to 18 months, unpaid

^ up to 1 year, unpaid

Legend: △ Public Funds ▲ Employer ■ Others ⊙ Unpaid

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



The World Alliance for Breastfeeding Action (WABA) is a global network of individuals and organizations 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 Food Action 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) • PO Box 1200, 10850 Penang, Malaysia
• Tel: 60-4-6584816 • Fax: 60-4-6572655 • Email: waba@streamyx.com • Website: www.waba.org.my