

Status of Maternity Protection by Country

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



	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
AFRICA													
Algeria				Π					ρ			N	-
Angola			Π						π			N	-
Benin				Π					πρ'		3	Y	P
Botswana		Π							π			Y	P
Burundi		Π							π	4		Y	P
Burkina Faso				Π					π'		3	Y	P
Cameroon				Π					πρ'		3	Y	P
Cape Verde Islands	Π								π			Y	P
Central Afr. Rep.				Π					πρ'		3	Y	P
Chad				Π					ρ		10	Y	P
Comoros				Π					π		10	Y	P
Congo					Π				π		10	Y	P
Dem. Rep. Congo				Π					π		2		
Djibouti				Π					πρ		10	N	
Equatorial Guinea		Π							ρ			Y	P
Eritrea	Π												
Ethiopia			Π						π		5	Y	P
Gabon				Π					πρ'		3	Y	P
Gambia		Π							π			N	-
Ghana		Π							π			Y	P
Guinea				Π					πρ			Y	P
Guinea-Bissau	Π								πρ			Y	P
Ivory Coast				Π					πρ'		3	Y	P
Kenya	Π								π			N	-
Lesotho		Π							π			Y	P
Madagascar				Π					πρ		10	Y	P
Malawi	Π								π			Y	P
Mali				Π					πρ'		3	Y	P
Mauritania				Π					ρ			Y	P
Mauritius		Π							π			Y	P
Morocco		Π							ρ			Y	P
Mozambique	Π								π			Y	P
Namibia		Π							ρ			N	-
Niger				Π					πρ'			Y	P
Nigeria		Π							π			Y	U
Rwanda		Π							π		4	Y	P
Sao Tome & Principe	Π								ρ			Y	P

* One year with basic salary for breastfeeding mothers.

Legend: ρ Public Funds π Employer / Others Π Unpaid

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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.

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	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
Senegal				Π					ρ			Y	P
Seychelles				Π					πρ'		3	Y	P
Somalia				Π					π			Y	P
South Africa		Π							πρ	3		N	-
Sudan	Π							Π*	πρ			Y&N	P
Swaziland		Π							π			Y	N
Togo				Π					πρ'		3	Y	P
Tunisia	Π								ρ				
Uganda	Π								π			N	-
U.R. Tanzania	Π								π			Y	P
Zambia		Π							π			N	-
Zimbabwe			Π						π			Y	P
AMERICAS													
Antigua & Barbuda			Π						ρπ			N	-
Argentina			Π						ρ	10	5	Y	P
Bahamas	Π								ρπ			N	-
Barbados		Π							ρ			N	-
Belize		Π							ρ		5	Y	U
Bolivia	Π								ρπ			Y	P
Brazil							Π		ρπ		5	Y	P
Canada							Π		ρ	245		N	-
Chile							Π		ρ		1	Y	P
Colombia		Π							ρ		7	Y	P
Costa Rica						Π			πρ			Y	P
Cuba							Π		ρ			N	-
Dominica		Π							πρ			N	-
Dominican Republic		Π							ρπ			Y	P
Ecuador		Π							ρπ			Y	P
El Salvador		Π							πρ			Y	P
Grenada		Π							πρ			N	-
Guatemala		Π							ρπ		2	Y	P
Guyana			Π						ρ			N	-
Haiti		Π							π			Y	P
Honduras		Π							ρπ			Y	P
Jamaica		Π							π			N	-
Mexico		Π							ρπ			Y	P
Nicaragua		Π							ρ			Y	P
Panama				Π					ρπ			Y	P
Paraguay		Π							ρ	2		Y	P
Peru			Π						ρ			Y	P
Saint Lucia			Π						ρ				
Trinidad & Tobago			Π						ρπ			N	-
USA		Π							Ξπ			N	-
Uruguay		Π							ρ		3	Y	P
Venezuela							Π		ρ			Y	P

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ASIA / MIDDLE EAST													
Afghanistan			Π						π			Y	P
Bahrain	Π								π				
Bangladesh						Π			π			N	-
Cambodia			Π						π			Y	P
China						Π			π			Y	P
Egypt		Π							πρ			Y	P
India		Π							πρ		15	Y	P
Indonesia		Π							π		3	Y	U
Iraq	Π								ρ			Y	P
Iran						Π			ρ			Y	P
Israel		Π							ρ	365		Y	P
Japan				Π					ρ		3	Y	P
Jordan	Π								π			Y	P
Kazakhstan								Π		540	Π		
Kuwait	Π								π			N	-
Laos PDR		Π							π		7	Y	P
Lebanon	Π								ρ	N	N	N	-
Libya	Π								π			Y	P
Malaysia	Π								π		3	N	-
Mongolia							Π		ρ	730	Π	Y	P
Myanmar		Π							ρ	6		N	-
Nepal	Π								π			N	-
Pakistan	Π								π			N	-
P.R Korea		Π							π			Y	P
Philippines	Π								ρ		7	Y	P
Qatar	Π								ρ			N	-
Saudi Arabia	Π								π			Y	P
Singapore	Π								π		3	N	-
South Korea				Π					π	365			
Sri Lanka		Π							π			Y	P
Syrian Arab Rep	Π								π			Y	P
Thailand		Π							πρ			N	-
U. Arab Emirates								Π	ρ			N	-
Vietnam							Π		ρ			Y	P
Yemen	Π								π				
EUROPE													
Austria						Π			ρ			Y	P
Albania								Π					
Azerbaijan							Π			1095			
Belarus							Π		ρ	1095		Y	P
Belgium					Π				ρ'	1825	3	N	-
Bosnia-Herzegovina								Π	ρπ			Y	P
Bulgaria							Π		ρ	1095		Y	P
Croatia								Π					

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Cyprus						Π			πρ			Y	P
Czech Rep								Π	ρ		14	Y	P
Denmark							Π		ρ	365	14	N	-
Estonia							Π		ρ			Y	P
Finland					Π				ρ	158	12	N	-
France						Π			ρ		7	Y	-
Germany				Π					πρ		2	Y	P
Georgia								Π				N	-
Greece						Π			ρ	90		Y	P
Hungary							Π		ρ			Y	P
Iceland		Π							ρ	210	60	N	-
Ireland				Π					ρ	120		N	-
Italy							Π		ρ	330	180/330	Y	P
Latvia							Π		ρ			Y	P
Liechtenstein	Π								ρ			Y	P
Lithuania								Π	ρ	126	30	Y	P
Luxembourg						Π	Π*		ρ	182	2	Y	P
Macedonia								Π	ρ		7	N	-
Malta			Π						π	365	180/365	N	-
Netherlands						Π			ρ	65	2	Y	P
Norway								Π	ρ	1095	14	Y	U
Poland						Π			ρ	720		Y	P
Portugal							Π		ρ	90	5	Y	P
Romania							Π		ρ	730	5	Y	P
Slovakia								Π	ρ			Y	P
Slovenia					Π					365			
Spain						Π			ρ		2	Y	P
Sweden				Π					ρ	450	28	Y	U
Switzerland	Π								επ'			Y	P
Turkey		Π							ρ			Y	P
Ukraine							Π		ρ	540		Y	P
United Kingdom							Π		ρ			N	-
Russian Fed.							Π		ρ	365			
OCEANIA													
Australia								Π	ε	365 ε		N	-
Fiji		Π							π			Y & N	
New Zealand				Π					ε	365 ε	14	N	
Solomon Islands		Π							π			Y	P
Papua New Guinea		Π							π			Y	P

* 4 additional weeks for breastfeeding mothers

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The World Alliance for Breastfeeding Action (WABA) is a global people's initiative to protect, promote and support breastfeeding. WABA works on the Innocenti 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 Petitot-Cote (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: secr@waba.po.my Website: www.waba.org.br Women & Work: www.waba.org.br/working.htm