

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

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 5 Sept 2002



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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