

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 the 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@waba.org.my

- Initial sources:
- www.waba.org.my/womenwork/mpstatus.html
 - ILO Report V(2)
- Other sources:
- Feedback from WABA, IBFAN network & trade unions
 - Ministry of Labour of listed countries
 - ILO, NATLEX
 - ILO, Maternity Protection Database



	NATIONAL MANDATED											OTHER LEAVES		BREASTFEEDING BREAKS		Duration
	MATERNITY LEAVE										Parental Leave (in days)	Paternity Leave (in days)	Yes/No	Paid/Unpaid		
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	> 18 weeks	> 26 weeks	Who Pays?						
AFRICA																
Algeria				✓						▲▲		3▲	N	-		
Angola			✓							▲			N	-		
Benin				✓						▲▲		3	Y	P		
Botswana		✓								▲			Y	P	60 min/day for 6 months	
Burundi		✓								▲	4		Y	P		
Burkina Faso				✓						▲■		3	Y	P	90 min/day for 15 months	
Cameroon						✓				▲▲	30	3	Y	P	120 min/day for 6 months	
Cape Verde Islands	✓									▲			Y	P		
Central Afr. Rep.				✓						▲▲■		3	Y	P	60 min/day for 15 months	
Chad				✓						▲		10	Y	P		
Comoros				✓						▲		10	Y	P		
Congo					✓					▲		10	Y	P		
Dem Rep Congo				✓						▲		2				
Djibouti				✓						▲▲		10	N	-		
Equatorial Guinea		✓								▲			Y	P	60 min/day	
Erithea	✓															
Ethiopia			✓							▲		5	Y	P		
Gabon				✓						▲▲■		3	Y	P	120 min/day for first 6 months 60 min/day for following 6 months	
Gambia								✓		▲		14▲	N	-		
Ghana		✓								▲▲			Y	P	60 min/day for 12 months	
Guinea				✓						▲▲			Y	P	60 min/day for 15 months	
Guinea-Bissau	✓									▲▲			Y	P		
Ivory Coast				✓						▲▲■		3	Y	P	60 min/day for 15 months	
Kenya		✓								▲		14	N	-		
Lesotho		✓								∅			Y	P	60 min/day for 6 months	
Liberia		✓								∅			N	-		
Madagascar				✓						▲▲		10	Y	P	60 min/day for 15 months	
Malawi	✓									▲			Y	P		
Mali ^[C183]				✓						▲▲		3	Y	P		
Mauritania				✓						▲▲			Y	P	60 min/day for 15 months	
Mauritius		✓								▲			Y	P	60 min/day	
Morocco				✓						▲			Y	P		
Mozambique	✓									▲			Y	P		
Namibia		✓								▲			N	-		
Niger				✓						▲▲■			Y	P	60 min/day for 12 months	
Nigeria		✓								▲			Y	U	60 min/day	
Rwanda		✓								▲		4	Y	P		
Sao Tome & Principe	✓									▲▲			Y	P		
Senegal				✓						▲			Y	P	60 min/day for 15 months ^{ASIA/MID}	
Seychelles				✓ ¹						▲▲■		3	Y	P		
Sierra Leone								✓		▲			N			

1. Inclusive of 4 weeks, 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.

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	NATIONAL MANDATED													Duration	
	MATERNITY LEAVE									OTHER LEAVES		BREASTFEEDING BREAKS			
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	> 18 weeks	> 26 weeks	Who Pays?	Parental Leave (in days)	Paternity Leave (in days)	Yes/No		Paid/Unpaid
Somalia				✓						▲			Y	P	120 min/day for 12 months
South Africa										▲▲	3		N	-	
Sudan	✓									▲			Y&N	P	60 min/day
Swaziland		✓								▲			Y	P	60 min/day for 3 months
Tanzania	✓									▲			Y	P	
Togo				✓						▲▲■		3	Y	P	
Tunisia	✓									▲			Y	P	60 min/day for 12 months
Uganda	✓									▲			N	-	
Zambia		✓								▲		5	N	-	
Zimbabwe			✓							▲			Y	P	60 min/day for breastfeeding period or 6 months, whichever is less.
AMERICAS															
Antigua & Barbuda			✓							▲▲			N	-	
Argentina			✓							▲		2▲	Y	P	60 min/day for 12 months
Bahamas		✓								▲▲		7∅	N	-	
Barbados		✓								▲			N	-	
Belize ^[C183]				✓						▲▲		5	Y	U	
Bolivia	✓									▲▲			Y	P	60 min/day
Brazil								✓ ³		▲		5	Y	P	60 min/day for 6 months
Canada								✓		▲	245		N	-	
Chile								✓		▲	365**	4	Y	P	60 min/day
Colombia		✓								▲		4 or 8*	Y	P	60 min/day for 6 months
Costa Rica								✓		▲▲			Y	P	60 min/day
Cuba ^[C183]								✓		▲	90		Y	P	60 min/day
Dominica		✓								▲▲			N	-	
Dominican Republic		✓								▲▲			Y	P	60 min/day for 12 months
Ecuador		✓								▲▲			Y	P	Not specified, as long as 6 hrs of work/day, for 9 months
El Salvador		✓								▲▲			Y	P	60 min/day
Grenada		✓								▲▲			N	-	
Guatemala		✓								▲▲		2	Y	P	60 min/day
Guyana			✓							▲			N	-	
Haiti		✓								▲			Y	P	
Honduras		✓								▲▲			Y	P	60 min/day for 6 months
Jamaica		✓								▲			N	-	
Mexico		✓								▲▲			Y	P	60 min/day
Netherlands Antilles		✓								▲		N	-	-	
Nicaragua		✓								▲			Y	P	15 min, every 3 hrs
Panama				✓						▲▲			Y	P	60 min/day
Paraguay		✓								▲▲		2	Y	P	60 min/day
Peru			✓							▲			Y	P	60 min/day
Puerto Rico		✓								▲		5	Y	P	60 min/day for 12 months
St. Kitts and Nevis			✓							▲					
St. Lucia		✓								▲					
St. Vincent and the Grenadines			✓							▲					
Trinidad & Tobago			✓ ⁴							▲▲			N	-	
USA		✓								∅▲			N	-	
Uruguay		✓								▲▲		3	Y	P	60 min/day
Venezuela								✓		▲			Y	P	60 min/day, if there is nursery at the workplace, otherwise: 120 min/day

2. 90days Maternity and 7days Paternity leave for government employees.

3. Several municipalities in Brazil have been adopting 6 months of maternity leave for their employees (e.g. Florianopolis), in accordance with a project of legislation which is in the Parliament asking for 6 months of maternity leave for all legal working women.

4. 1 month full pay, 2 months half pay.

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

** Mother or father have a right to a license (given by pediatrician) due to a severe illness of their baby less than 1 year old.

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	NATIONAL MANDATED										OTHER LEAVES		BREASTFEEDING BREAKS		Duration
	MATERNITY LEAVE										Parental Leave (in days)	Paternity Leave (in days)	Yes/No	Paid/Unpaid	
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	> 18 weeks	> 26 weeks	Who Pays?					
ASIA/ MIDDLE EAST															
Afghanistan			✓							▲			Y	P	120 min/day for 6 months
Bahrain	✓									▲					
Bangladesh						✓				▲			N	-	
Cambodia			✓							▲			Y	P	60 min/day for 12 months
China		✓								▲		15	Y	P	60 min/day for 12 months
Egypt		✓								▲ ▲	2190	Ø	Y	P	60 min/day for 24 months
Hong Kong	✓									▲			N	-	
India		✓ ⁵								▲	730	15	Y	P	Twice daily for 15 months
Indonesia		✓								▲		3	Y	U	
Iraq	✓									▲			Y	P	
Iran		✓					✓ [#]			▲			Y	P	30 min, every 3 hrs for 24 months
Israel		✓								▲	365		Y	P	
Japan				✓						▲ ▲	365	365	Y	P	60 min/day for 12 months
Jordan	✓									▲			Y	P	60 min/day for 12 months
Kazakstan								✓		▲	540	Ø			
Kuwait	✓									▲			N	-	
Kyrgyzstan							✓			▲					
Laos PDR		✓								▲ ▲		7	Y	P	60 min/day for 12 months
Lebanon	✓									▲ ▲			N	-	
Libya	✓									▲ ▲			Y	P	60 min/day for 18 months
Malaysia	✓ ⁶									▲		3	N	-	
Mongolia						✓				▲	1095		Y	P	120 min/day for first 6 months 60 min/day for following 6 months
Myanmar		✓								▲	6	▲	N	-	
Nepal	✓									▲			N	-	
North Korea		✓								▲			Y	P	
Pakistan		✓								▲			N	-	
Philippines	✓									▲		7	N	-	30 min/day
Qatar	✓									■			Y	P	60 min/day for 6 months
Saudi Arabia	✓									▲		1	N	-	
Singapore						✓				▲ ▲	6	3	N	-	
South Korea			✓							▲	365		Y		60 min/day for 12 months
Sri Lanka		✓								▲			Y	P	60 min, every 9 hrs for 12 months, if creche or suitable place provided by the employer, otherwise: 120 min, every 9 hrs for 12 months.
Syrian Arab Rep	✓ ⁷	✓ ⁷					✓ ⁷			▲			Y	P	60 min/day for 12 months
Taiwan	✓									▲ ▲	7 [^]	3	Y	P	60 min/day for 12 months
Tajikistan							✓			▲			Y	P	30 min, every 3 hrs for 18 months
Thailand		✓								▲ ▲			N	-	
U. Arab Emirates		✓								▲			Y	P	60 min/day for 6 months
Uzbekistan							✓	✓		▲			Y	P	30 min, every 3 hrs for 24 months
Vietnam						✓ [*]	✓ [*]			▲ ▲			Y	P	60 min/day for 12 months
Yemen	✓									▲					

5. six months for Central Government employees as per sixth pay commission.

6. 90 days Maternity and 7days Paternity leave for government employees.

7. 120 days for first child, 90 days for second child, 75 days for third child.

[^] 2 years unpaid, only when an organisation has more than 30 employees^{*} depends on working conditions^{**} partial[#] For breastfeeding mothers, up to 3 children

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	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	> 18 weeks	> 26 weeks	Who Pays?	Parental Leave (in days)	Paternity Leave (in days)	Yes/No	Paid/Unpaid	Duration
EUROPE															
Austria ^[C183]					✓				△	912	3	Y	P	90 min/day	
Albania ^[C183]								✓							
Azerbaijan							✓		1095		Y	P	30 min, every 3 hrs for 18 months		
Belarus ^[C183]							✓	△	1095		Y	P	30 min, every 3 hrs for 36 months		
Belgium				✓				△■	90	10	Y	P	30 min/day for 7 months		
Bosnia-Herzegovina ^[C183]							✓ ⁸	△▲		3	Y	P	120 min/day for 12 months		
Bulgaria ^[C183]							✓	△	1095		Y	P	120 min/day for 8 months		
Croatia							✓ ⁹		180		Y	P	120 min/day for 12 months		
Cyprus ^[C183]					✓			▲△			Y	P	60 min/day for 6 months		
Czech Rep							✓	△	1095△	1095	Y	P	150 min/day for first 3 months, 30 min/day for following 6 months		
Denmark							✓ ¹⁰	▲△		14	N	-			
Estonia							✓	■			Y	P	30 min, every 3 hrs for 18 months		
Finland				✓				△	158	12	N	-			
France					✓			△		7	Y	U	60 min/day for 12 months		
Germany				✓				▲△	730*△	2	Y	P	60 min/day		
Georgia							✓	△	540*△		Y	P	30 min, every 3 hrs for 18 months		
Greece							✓	△	90		Y	P	60 min/day for 12 months		
Hungary ^[C183]							✓	△		5	Y	P	120 min/day for first 6 months, 60 min/day for following 3 months		
Iceland		✓ ¹¹						△	91 X 2	90	N	-			
Ireland							✓ ¹²	△	98 X 2		Y	P	60 min/day for 6.5 months		
Italy ^[C183]							✓	△	330△		Y	P	60 min/day, if employer provides nursing facilities structures within the firm, otherwise:120 min/day		
Latvia ^[C183]					✓			△	605	300	Y	P	30 min, every 3 hrs for 18 months		
Liechtenstein	✓							△			Y	P			
Lithuania ^[C183]							✓	■	126	30	Y	P	30 min, every 3 hrs		
Luxembourg ^[C183]					✓ ¹³			△	182 X 2	2-4	Y	P	90 min/day for as long as needed		
Macedonia							✓	△		7	Y	P	90 min/day for 12 months		
Malta			✓ ¹⁴					▲	1095∅	2	N	-			
Moldova, Republic of ^[C183]							✓	△▲	1095		Y	P	30 min, every 3 hrs for 36 months		
Monaco					✓										
Netherlands ^[C183]					✓			△	65	2	Y	P	1/4 of working time for 9 months		
Norway							✓ ¹⁵	△	400	84	Y	P	120 min/day		
Poland					✓			△	720∅	14	Y	P	60 min/day		
Portugal						✓		△	90	5	Y	P	60 min/day		
Romania ^[C183]							✓	△	730	5	Y	P	120 min/day for 12 months		
Russian Fed.							✓	△	365		Y	P	30 min, every 3 hrs for 18 months		
San Marino							✓								
Serbia							✓	△							
Slovakia ^[C183]							✓	△	900		Y	P	60 min/day for first 6 months, 30 min/day for following 6 months		
Slovenia ^[C183]				✓					365		Y		60 min/day		
Spain					✓			△		2	Y	P	60 min/day for 9 months		
Sweden				✓				△	480#△	10	Y	U	Duration not specified		
Switzerland				✓				△			Y	P	12 months		
Turkey					✓			△			Y	P	90 min/day for 12 months		
Ukraine							✓	△	540		Y	P			
United Kingdom							✓ ¹⁶	△	91X2∅	14△	N	-			

8. If the mother dies, abandons or is deemed not fit to care for the child, the father is eligible to take the entire stipulated leave.

9. After the mother has taken the 10 weeks mandatory maternity leave, the remaining 18 weeks could be shared with the father is 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.

10. First 14 weeks has to be taken by the mother, the rest shared.

11. Additional 3 months, can be shared between father & mother.

12. Additional 8 weeks, unpaid.

13. 12 weeks of maternity leave is entitled to the father.

14. Special Maternity Leave for employees who may be unable to resume duties owing to a pathological condition arising out of confinement will be entitled to 5 weeks absence from her sick leave.

15. 4 weeks of the maternity leave is entitled to the father.

16. Additional 26 weeks, unpaid.

* up to 3 years, unpaid # up to 18 months, unpaid

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	NATIONAL MANDATED															
	MATERNITY LEAVE									OTHER LEAVES		BREASTFEEDING BREAKS				
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	> 18 weeks	> 26 weeks	Who Pays?	Parental Leave (in days)	Paternity Leave (in days)	Yes/No	Paid/Unpaid	Duration	
PACIFIC OCEANIA																
Australia							✓			△	1206△	7	N	-		
Fiji		✓								▲			Y&N			
Kiribati		✓								▲					30 min/day	
New Zealand				✓						△	98△	14	Y	U	Duration not specified	
Samoa				Not Nationally Mandated												
Solomon Islands		✓								▲			Y	P		
Papua New Guinea		✓								▲			Y	P	60 min/day	
Vanuatu		✓								▲			Y		60 min/day	

LEGEND

△	Public Funds
▲	Employer
■	Others
Y	Yes
N	No
P	Paid
∅	Unpaid
U	Unpaid
C183	Ratified Convention 183



The World Alliance for Breastfeeding Action (WABA) is a global network of individuals and organisations concerned with the protection, promotion and support of breastfeeding worldwide based on the Innocenti Declarations, 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 (LLLI), International Lactation Consultant Association (ILCA), Wellstart International and Academy of Breastfeeding Medicine (ABM). 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).

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