

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											Parental Leave (in days)	Paternity Leave (in days)	Yes/No	Paid/Unpaid	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?								
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	✓									▲				N	-			
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.

** C183 (2000): Ratified in 2013

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	NATIONAL MANDATED											OTHER LEAVES		BREASTFEEDING BREAKS		Duration
	MATERNITY LEAVE									Who Pays?	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							
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															
	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	
ASIA/MIDDLE EAST																
Afghanistan			✓						▲				Y	P	120 min/day for 6 months	
Bahrain	✓								▲							
Bangladesh						✓			▲				N	-		
Brunei					✓ ²¹											
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							✓ ¹⁷			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		✓							▲		7	▲ ²⁰	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 7 days Paternity leave for government employees.

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

17. Eighteen weeks for 1 child. 20 weeks twins (2012)

20. Paid 2 times, for 7 days in Govt. Sector (Nov 2012): for fathers

21. 6 months paid leave (June 2013)

^ 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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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	60 min/day for 12 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							✓ ¹⁸	△		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					✓												
Montenegro							✓ ²²										
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 ^[C183] **							✓	△	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 (1 year).
9. 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.
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.
18. 36 weeks for one child. 1 year for twins & 2++ children (Oct 2012)
22. One year (2012)

- * up to 3 years, unpaid
- # up to 18 months, unpaid
- ** C183 (2000): Ratified in 2013

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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				✓ ¹⁹						▲	98▲	14	Y	U	
Samoa				Not Nationally Mandated											
Solomon Islands		✓								▲			Y	P	
Papua New Guinea		✓								▲			Y	P	60 min/day
Vanuatu		✓								▲			Y		60 min/day

19. www.dol.govt.nz/er/holidaysandleave/parental

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 (LLL), 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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