

10. In addition, Jordan increased leave from six to ten weeks (in 1996) and Lebanon increased it from 40 days to seven weeks (in 2000). However, those countries are not included in the data in order to maintain consistency with the countries which provided data in 1994.

11. All the texts of CEACR observations and direct requests are available at: <http://www.ilo.org/normlex> [25 Mar. 2014]. In order to read the texts cited in this report, the reader browses in the options menu by type of CEACR comment (e.g. direct request); Convention (e.g. C3), country (e.g., Côte d'Ivoire) and year of adoption (e.g., 2013) reported in parenthesis.

12. Among the 55 countries that provide six weeks of compulsory leave after birth are Barbados, Bosnia and Herzegovina, the Dominican Republic, El Salvador, Lesotho, Niger, Portugal, Somalia, Spain and Uruguay.

13. The following countries are among those that provide *more than* six weeks of compulsory leave after childbirth: Angola (nine weeks), Belize (14 weeks), Benin (eight weeks), Colombia (12 weeks), Congo (nine weeks), Ethiopia (nine weeks), Japan (eight weeks), Madagascar (eight weeks), Morocco (seven weeks), Panama (eight weeks), Seychelles (12 weeks), Viet Nam (nine weeks) and Yemen (nine weeks).

14. Countries with compulsory leave *before and after* birth include Afghanistan (30 days before and 60 after), Azerbaijan (70 days before and 56 days after), the Bahamas (one week before and eight weeks after), Cyprus (two weeks before and seven weeks after), Ecuador (two weeks before and ten weeks after), and Latvia (two weeks before and two weeks after).

15. Countries with compulsory leave periods *only before* birth include Algeria (one week), Hungary (four weeks (which has been raised by the CEACR on the application of Convention No. 183), Slovenia (28 days) and Zimbabwe (21 days).

16. Examples of EU countries with two-week compulsory maternity leave periods include Denmark (after birth), Iceland (after birth) and the United Kingdom (after birth). On the other hand, many EU countries provide longer periods of compulsory leave. For example, Austria mandates leave eight weeks before and eight weeks after birth and Belgium prohibits employment one week before birth and nine weeks after birth.

17. For example, in Brazil, Cambodia, Ghana, Guatemala, Kuwait, the United States and Zambia, there is no compulsory leave period. The longest period of compulsory leave is in Croatia, where a female worker is obliged to take maternity leave from 28 days before childbirth until the child is 6 months of age. While provision does exist for exceptions at the worker's request, leave can never be less than 70 days.

18. The rest are Angola, Benin, Botswana, Burkina Faso, Cameroon, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Ethiopia, Gabon, Gambia, Guinea, Guinea-Bissau, Lesotho, Libya, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Somalia, South Africa, Swaziland, United Republic of Tanzania and Togo.

19. The rest are Cape Verde, Equatorial Guinea, Eritrea, Ghana, Kenya, Mali, Sudan, Tunisia and Zimbabwe.

20. The rest are Afghanistan, Bangladesh, India, Indonesia, Islamic Republic of Iran, Kiribati, Republic of Korea, Lao People's Democratic Republic, Pakistan, Papua New Guinea, Solomon Islands and Vanuatu.

21. The rest are Fiji, Malaysia, Mongolia, Myanmar and the Philippines.

22. They are Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Croatia, Kazakhstan, Republic of Moldova, Russian Federation, Turkey and Ukraine.

23. They are Australia, Bulgaria, Canada, Estonia, Hungary, New Zealand, Slovenia, Switzerland and the United States.

24. Countries providing leave are Austria, Belgium, Cyprus, Czech Republic, Denmark, Finland, France, Germany, Greece, Iceland, Ireland, Israel, Italy, Japan, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Portugal, Romania, Slovakia, Spain, Sweden and the United Kingdom.

25. They are Antigua and Barbuda, Argentina, Brazil, Cuba, Grenada, Guatemala, Jamaica and Trinidad and Tobago.

26. The rest are the Bahamas, Barbados, Belize, Chile, Dominica, Dominican Republic, Ecuador, El Salvador, Guyana, Honduras, Mexico, Nicaragua, Panama, Paraguay, Saint Kitts and Nevis, Saint Lucia, Uruguay and the Bolivarian Republic of Venezuela.

27. In France, for the third and each subsequent child (if the woman already has two or more children or if her household is in charge of two or more children) the duration is extended to eight weeks before and 18 weeks after the expected birth. For these women, the eight-week period of prenatal leave may be extended by two weeks with a corresponding reduction of postnatal leave. France also allows women to defer their maternity leave if a newborn is hospitalized for a long period. If a child is hospitalized until the sixth week after childbirth, mothers may postpone taking their remaining leave until the child leaves hospital.

28. Another example is Estonia, where the duration of maternity leave is 140 days, and the woman has the right to commence pregnancy and maternity leave up to 70 days before the estimated date of delivery. Other countries with similar flexibility include Latvia (where women may choose how to distribute all but four weeks of the allotted 112 days of leave) and Sri Lanka (where, for their first two children, women can transfer any days they work during their allotted two weeks of prenatal leave into postnatal leave).

29. In Peru, time between the expected and actual due dates will be considered as sick leave for temporary illness.

30. Additionally, 43 countries provide for an undisclosed period of additional leave in case of illness, including Cuba, Ethiopia, the Philippines and Spain.

31. Similar extensions of leave for illness exist in, among other countries, Lao People's Democratic Republic (up to 30 days on the advice of a medical practitioner), Latvia (14 days), Uruguay (up to six months) and Uzbekistan (two weeks). In other countries, women may take sick leave or receive sickness benefits (e.g., El Salvador, Honduras, Seychelles and Sudan) or leave (e.g., Dominican Republic and Ecuador) if they require additional leave because of illness after the maternity leave period ends.

32. For example, in Argentina, if a child has Down's syndrome, maternity leave may be extended by an additional six months without pay but subject to the same conditions as paid maternity leave.

33. These are Afghanistan, Angola, Armenia, Austria, Azerbaijan, Belgium, Bosnia and Herzegovina, China, Croatia, Cuba, Czech Republic, Ecuador, Estonia, Finland, France,