

Country	Duration of maternity leave (in national legislation)	Duration of maternity leave (in weeks)	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratified Maternity Protection Conventions		
					C3	C103	C183
Ireland	26 weeks paid (plus 16 weeks unpaid)	42 weeks	80% up to a ceiling for 26 weeks	Social security (social insurance)			
Isle of Man	26 weeks	26 weeks	90%	Social security (social insurance and social assistance)			
Israel	14 weeks ²⁰	14 weeks	100% up to a ceiling	Social security (social insurance)			
Italy	5 months	22 weeks	80%	Social security (social insurance)	✓	D**	✓
Japan	14 weeks	14 weeks	66.7%	Social security (social insurance and public funds for 1/8 of the total cost)			
Latvia	112 days	16 weeks	80%	Social security (social insurance)	✓		✓
Lithuania	126 days	18 weeks	100%	Social security (social insurance)			✓
Luxembourg	16 weeks	16 weeks	100%	Social security (social insurance)	✓	D**	✓
Malta	18 weeks	18 weeks	100% for 14 weeks	Mixed (employer liability and social insurance) ²¹			
Monaco	16 weeks	16 weeks	90% up to a ceiling	Social security (social insurance)			
Netherlands	16 weeks	16 weeks	100% up to a ceiling	Social security (social insurance)		✓	✓
New Zealand	14 weeks	14 weeks	100% up to a ceiling	Social security (public funds – State)			
Norway	35 (or 45) weeks ²²	35 (or 45) weeks	100% (or 80% for 45 weeks)	Social security (social insurance)			
Poland	26 weeks	26 weeks	100%	Social security (social insurance)		✓	
Portugal	120 (or 150) days	17 (or 21) weeks	100% (or 80% for 150 days)	Social security (social insurance)		✓	✓
Romania	126 days	18 weeks	85%	Social security (State Health Insurance)	✓		✓
San Marino	5 months	22 weeks	100%	Social security (social insurance)		✓	
Slovakia	34 weeks	34 weeks	65%	Social security (social insurance)			✓
Slovenia	105 days	15 weeks	100%	Social security (social insurance)	✓	D**	✓
Spain	16 weeks	16 weeks	100%	Social security (social insurance)	✓	✓	
Sweden	14 weeks ²³	14 weeks	80%	Social security (social insurance)			
Switzerland	14 weeks	14 weeks	80% up to a ceiling	Social security and mandatory private insurance (50% employer; 50% employee)			
United Kingdom	52 weeks	52 weeks	6 weeks paid at 90%; lower of 90%/flat rate for weeks 7–39; weeks 40–52 unpaid	Mixed (employers reimbursed up to 92% by public funds) ²⁴			
United States	12 weeks (federal)	12 weeks (federal)	Unpaid ²⁵	No federal programme			