

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@streamyx.com

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													
	MATERNITY LEAVE									OTHER LEAVES		BREASTFEEDING 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	Duration
AFRICA														
Algeria				✓					△			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				✓					▲△■	3	3	Y	P	60 min/day for 15 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		✓							▲			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	✓								▲			N	-	
Lesotho		✓							∅			Y	P	60 min/day for 6 months
Madagascar				✓					▲△		10	Y	P	60 min/day for 15 months
Malawi	✓								▲			Y	P	
Mali				✓					▲△■	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
Seychelles				✓ ¹					▲△■	3		Y	P	
Somalia				✓					▲			Y	P	120 min/day for 12 months

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.



	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	≥ 26 weeks	Who Pays?						
South Africa						✓			▲ ▲	3		N	-		
Sudan	✓							✓ ²	▲ ▲			Y&N	P	60 min/day	
Swaziland		✓							▲			Y	N		
Tanzania	✓								▲			Y	P		
Togo				✓					▲ ▲ ■		3	Y	P		
Tunisia	✓								△			Y	P	60 min/day for 12 months	
Uganda	✓								▲			N	-		
Zambia		✓							▲			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	✓								△ ▲			N	-		
Barbados		✓							△			N	-		
Belize				✓					△		5	Y	U		
Bolivia	✓								△ ▲			Y	P	60 min/day	
Brazil						✓ ³			△		5	Y	P	60 min/day for 6 months	
Canada						✓			△	245		N	-		
Chile						✓			△		1	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						✓			△			N	-		
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	
St. Kitts and Nevis			✓												
St. Lucia			✓						△						
St. Vincent and the Grenadines			✓												
Trinidad & Tobago			✓ ⁴						△ ▲			N	-		
USA		✓							∅ ▲			N	-		
Uruguay		✓							△		3	Y	P	Working hours reduced by half for the necessary period	
Venezuela						✓			△			Y	P	60 min/day, if there is nursery at the workplace, otherwise: 120 min/day	
ASIA/MIDDLE EAST															
Afghanistan			✓						▲			Y	P	120 min/day for 6 months	
Bahrain	✓								▲						
Bangladesh						✓			▲			N	-		

2. One year with basic salary for breastfeeding mothers. A woman has the right to paid leave with two thirds of the salary for 1 year once in life & the mother has the right to divide it in terms.

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.



	NATIONAL MANDATED													
	MATERNITY LEAVE									OTHER LEAVES		BREASTFEEDING 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	Duration
Cambodia			✓						▲			Y	P	60 min/day for 12 months
China						✓			▲			Y	P	60 min/day for 12 months
Egypt		✓							▲△	2190 ∅		Y	P	60 min/day for 24 months
Hong Kong	✓								▲			N	-	
India							✓		▲△		15	Y	P	
Indonesia		✓							▲		3	Y	U	
Iraq	✓								△			Y	P	
Iran						✓			△			Y	P	30 min, every 3 hrs for 24 months
Israel		✓							△	365		Y	P	
Japan				✓					▲△	365*∅		Y	P/U	60 min/day for 12 months
Jordan	✓								▲			Y	P	
Kazakstan							✓			540 ∅				
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	✓								▲			N	-	
Mongolia						✓			△	730 ∅		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	-	
Qatar	✓								■			Y	P	60 min/day for 6 months
Saudi Arabia	✓								▲			N	-	
Singapore		✓							▲△	2▲	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	✓ ⁵		✓ ⁵				✓ ⁵		▲			Y	P	
Taiwan	✓									7 [^]	2	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	✓								▲					
EUROPE														
Austria						✓			△	912	3	Y	P	90 min/day
Albania							✓							
Azerbaijan						✓				1095		Y	P	30 min, every 3 hrs for 18 months
Belarus						✓			△	1095		Y	P	30 min, every 3 hrs for 36 months
Belgium				✓					△■	1825	3	Y	P**	60 min/day for 7 months
Bosnia-Herzegovina							✓ ⁶		△▲		3	Y	P	120 min/day for 12 months
Bulgaria						✓			△	1095		Y	P	120 min/day for 8 months
Croatia							✓ ⁷			126		Y	P	120 min/day for 12 months
Cyprus						✓			▲△			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							✓ ⁸		▲△		14	N	-	
Estonia						✓			■			Y	P	30 min, every 3 hrs for 18 months

5. 120 days for first child, 90 days for second child, 75 days for third child

6. Can share with father

^ 2 years unpaid, only when an organisation has more than 30 employees
* 8 weeks for father

** partial

7. 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

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



	NATIONAL MANDATED													
	MATERNITY LEAVE									OTHER LEAVES		BREASTFEEDING BREAKS		Duration
	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	
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							✓		△			Y	P	120 min/day for first 6 months, 60 min/day for following 3 months
Iceland		✓ ⁹							△	91 X 2	90	N	-	
Ireland							✓ ¹⁰		△	98 X 2		Y	P	60 min/day for 6.5 months
Italy							✓		△	330 △		Y	P	60 min/day, if employer provides nursing facilities structures within the firm, otherwise:120 min/day
Latvia							✓		△	605	300	Y	P	30 min, every 3 hrs for 18 months
Liechtenstein	✓								△			Y	P	
Lithuania								✓	■	126	30	Y	P	30 min, every 3 hrs
Luxembourg						✓ ¹¹			△	182 X 2	2	Y	P	90 min/day
Macedonia								✓	△		7	Y	-	90 min/day for 12 months
Malta				✓ ¹²					▲	1095 ∅	2	N	-	
Moldova, Republic of							✓					Y	P	30 min, every 3 hrs for 36 months
Monaco						✓								
Netherlands						✓			△	65	2	Y	P	1/4 of working time for 9 months
Norway								✓ ¹³	△	1095	14	Y	U	60 min/day
Poland						✓			△	720 ∅	14	Y	P	60 min/day
Portugal							✓		△	90	5	Y	P	60 min/day
Romania							✓		△	730	5	Y	P	120 min/day for 12 months
San Marino							✓							
Slovakia								✓	△	900		Y	P	60 min/day for first 6 months, 30 min/day for following 6 months
Slovenia					✓					365		Y		60 min/day
Spain						✓			△		2	Y	P	60 min/day for 9 months
Sweden				✓					△	480#△	10	Y	U	Duration not specified
Switzerland				✓					△			N	-	
Turkey		✓							△			Y	P	
Ukraine							✓		△	540		Y	P	
United Kingdom								✓ ¹⁴	△	91X2∅	14 △	N	-	
Russian Fed.							✓		△	365		Y	P	30 min, every 3 hrs for 18 months
OCEANIA														
Australia								✓	∅	365 ∅		N	-	
Fiji		✓							▲			Y&N		
Kiribati		✓												
New Zealand				✓					△	91^△	14	N	-	
Samoa	Not Nationally Mandated													
Solomon Islands		✓							▲			Y	P	
Papua New Guinea		✓							▲			Y	P	60 min/day

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

10. Additional 8 weeks, unpaid.

11. Additional 4 weeks for breastfeeding mothers.

12. 14th week is unpaid.

13. 4 weeks of the maternity leave is entitled to the father.

14. Additional 26 weeks, unpaid.

* up to 3 years, unpaid

up to 18 months, unpaid

^ up to 1 year, unpaid

Legend

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



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 Declaration, 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, Academy of Breastfeeding Medicine (ABM) and LINKAGES. 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). P.O. Box 1200, 10850 Penang, Malaysia
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