

# 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](mailto:waba@streamyx.com)

Initial sources: • [www.waba.org.my/womenwork/mpstatus.html](http://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										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							
<b>AFRICA</b>																
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				✓							▲ ▲		3	Y	P	120 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
Liberia		✓									▲			N	-	
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				✓ <sup>1</sup>							▲ ▲ ■		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	> 18 weeks	> 26 weeks	Who Pays?					
South Africa							✓			▲▲	3		N	-	
Sudan	✓							✓ <sup>2</sup>		▲			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.
<b>AMERICAS</b>															
Antigua & Barbuda			✓							▲▲			N	-	
Argentina			✓							▲		2▲	Y	P	60 min/day for 12 months
Bahamas		✓								▲▲		7∅	N	-	
Barbados		✓								▲			N	-	
Belize				✓						▲▲		5	Y	U	
Bolivia	✓									▲▲			Y	P	60 min/day
Brazil						✓ <sup>3</sup>				▲		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							✓			▲	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
St. Kitts and Nevis			✓												
St. Lucia		✓								▲					
St. Vincent and the Grenadines		✓								▲					
Trinidad & Tobago			✓ <sup>4</sup>							▲▲			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
<b>ASIA/MIDDLE EAST</b>															
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	18 weeks ≥1	26 weeks ≥1	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 Ø		Y	P	60 min/day for 24 months
Hong Kong	✓									▲			N	-	
India		✓								▲ △		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 △		Y	P	60 min/day for 12 months
Jordan	✓									▲			Y	P	
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	✓									▲			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	✓									▲			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	✓ <sup>5</sup>	✓ <sup>5</sup>					✓ <sup>5</sup>			▲			Y	P	60 min/day for 12 months
Taiwan	✓									▲ △	7 <sup>^</sup>	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	✓									▲					
<b>EUROPE</b>															
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								✓ <sup>6</sup>		△ ▲		3	Y	P	120 min/day for 12 months
Bulgaria								✓		△	1095		Y	P	120 min/day for 8 months
Croatia								✓ <sup>7</sup>			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								✓ <sup>8</sup>		▲ △		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.

<sup>^</sup> 2 years unpaid, only when an organisation has more than 30 employees

\* depends on working conditions \*\* partial

# For breastfeeding mothers, up to 3 children

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.



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	MATERNITY LEAVE									OTHER LEAVES		BREASTFEEDING BREAKS		Duration	
	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
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								✓		△		5	Y	P	120 min/day for first 6 months, 60 min/day for following 3 months
Iceland		✓ <sup>9</sup>								△	91 X 2	90	N	-	
Ireland								✓ <sup>10</sup>		△	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						✓ <sup>11</sup>				△	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				✓ <sup>12</sup>						▲	1095 ∅	2	N	-	
Moldova, Republic of								✓		△▲	1095		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								✓ <sup>13</sup>		△	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
Russian Fed.								✓		△	365		Y	P	30 min, every 3 hrs for 18 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				✓						△			Y	P	12 months
Turkey		✓								△			Y	P	
Ukraine								✓		△	540		Y	P	
United Kingdom								✓ <sup>14</sup>		△	91X2∅	14 △	N	-	
Australia								✓	∅		365 ∅		N	-	
Fiji		✓							▲				Y&N		
Kiribati		✓							▲						
New Zealand				✓						△	91^△	14	N	-	
Samoa															
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. 14<sup>th</sup> 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 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). P.O. Box 1200, 10850 Penang, Malaysia  
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