

State of the Maternity Protection by Country

	NATIONAL MANDATED											OTHER LEAVES		BREASTFEEDING BREAKS	
	MATERNITY LEAVE								Who Pays?	Parental Leave (in days)	Paternity Leave (in days)	Yes/No	Paid/Unpaid	Duration	
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	> 18 weeks							> 26 weeks
EUROPE															
Austria ^[C183]						✓			△	730		Y	P	90 min/day	
Albania ^{[C183] 23}								✓		12					
Azerbaijan ^[C183]								✓	1095	14	Y	P	30 min, every 3 hrs for 18 months		
Belarus ^[C183]								✓	1095		Y	P	30 min, every 3 hrs for 36 months		
Belgium					✓				120	10	Y	P	30 min/day for 7 months		
Bosnia-Herzegovina ^[C183]								✓ ¹⁴	1095	7	Y	P	120 min/day for 12 months		
Bulgaria ^[C183]								✓	182	15	Y	P	120 min/day for 8 months		
Croatia								✓ ¹⁵	730	7	Y	P	120 min/day for 12 months		
Cyprus ^[C183]								✓	90		Y	P	60 min/day for 6 months		
Czech Rep								✓	1095	△	Y	P	150 min/day for first 3 months, 30 min/day for following 6 months		
Denmark								✓ ¹⁸	224	14	N	-			
Estonia								✓	252	10	Y	P	30 min, every 3 hrs for 18 months		
Finland								✓	158	54	N	-			
France						✓			1095	11	Y	U	60 min/day for 12 months		
Germany				✓					1095*		Y	P	60 min/day		
Georgia								✓	350		Y	P	60 min/day for 12 months		
Greece								✓	119	2	Y	P	60 min/day for 12 months		
Hungary ^[C183]								✓	1095	5	Y	P	120 min/day for first 6 months, 60 min/day for following 3 months		
Iceland		✓ ¹⁷							182 x 2	90	N	-			
Ireland								✓ ¹⁸	119 x 2		Y	P	60 min/day for 6.5 months		
Italy ^[C183]								✓	182 x 2△	1	Y	P	60 min/day, if employer provides nursing facilities structures within the firm, otherwise:120 min/day		
Latvia ^[C183]						✓			546 x 2	10	Y	P	30 min, every 3 hrs for 18 months		
Liechtenstein	✓								90		Y	P			
Lithuania ^[C183]								✓	1095	30	Y	P	30 min, every 3 hrs		
Luxembourg ^[C183]						✓ ¹⁹			182 x 2	2.4	Y	P	90 min/day for as long as needed		
Macedonia ^[C183]								✓ ²³	1095	9	Y	P	90 min/day for 12 months		
Malta								✓ ²⁰	90 x 2		N	-			
Moldova, Republic of ^[C183]								✓	1095		Y	P	30 min, every 3 hrs for 36 months		
Monaco						✓									
Montenegro ^[C183]								✓ ²⁴							
Netherlands ^[C183]						✓			182 x 2	2	Y	P	1/4 of working time for 9 months		
Norway								✓ ²¹	343	14	Y	P	120 min/day		
Poland								✓	1095	14	Y	P	60 min/day		
Portugal ^{[C183] **}						✓			11	20	Y	P	60 min/day		
Romania ^[C183]								✓	730	5	Y	P	120 min/day for 12 months		
Russian Fed.								✓	1095		Y	P	30 min, every 3 hrs for 18 months		
San Marino								✓							
Serbia ^[C183]								✓	365 ^o	7					
Slovakia ^[C183]								✓	1095		Y	P	60 min/day for first 6 months, 30 min/day for following 6 months		
Slovenia ^[C183]						✓			260	90	Y		60 min/day		
Spain						✓			1095	15	Y	P	60 min/day for 9 months		
Sweden								✓ ²⁵	480#△	10	Y	U	Duration not specified		

14. 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).
 15. 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.
 16. First 14 weeks has to be taken by the mother, the rest shared.
 17. 13 paid weeks (either parent) + 13 unpaid weeks (each parent)
 18. 26 weeks paid+16 weeks unpaid.
 19. 12 weeks of maternity leave is entitled to the father.
 20. Since 2013
 21. 4 weeks of the maternity leave is entitled to the father.
 23. 36 weeks for one child. 1 year for twins & 2+ children (Oct 2012).
 24. One year (2012).
 25. 365 days maternity leave.
 * up to 3 years, unpaid
 ** C183 (2000); Ratified in 2013
 # up to 18 months, unpaid
 o for mothers only

State of the Maternity Protection by Country

	NATIONAL MANDATED											OTHER LEAVES		BREASTFEEDING BREAKS	
	MATERNITY LEAVE								Who Pays?	Parental Leave (in days)	Paternity Leave (in days)	Yes/No	Paid/Unpaid	Duration	
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	> 18 weeks							> 26 weeks
Switzerland									△			Y	P	12 months	
Turkey									△	182		Y	P	90 min/day for 12 months	
Ukraine								✓	△	1095		Y	P		
United Kingdom								✓ ²²	△	91X20	14△	N	-		
PACIFIC OCEANIA															
Australia								✓	△	365	14	N	-		
Fiji			✓						▲			Y&N			
Kiribati			✓						▲					30 min/day	
New Zealand									△	365 0	14	Y	U		
Samoa									▲		5				
Solomon Islands								✓	▲			Y	P		
Papua New Guinea	✓ ²⁷								0						
Vanuatu		✓							▲			Y		60 min/day two times	

22. Additional 26 weeks, unpaid.
 26. <http://employment.govt.nz/er/holidaysandleave/parentalleave/eligibility/>
 27. As necessary for hospitalisation before confinement and 6 weeks after. Unpaid.

LEGEND

- △ Public Funds
- ▲ Employer
- Others
- Y Yes
- N No
- P Paid
- 0 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 & support of breastfeeding worldwide. WABA action is based on the Innocent Declaration, the Ten Links for Nurturing the Future and the Global Strategy for Infant and Young Child Feeding. WABA's present Core Partners are also all the main international breastfeeding organisations: Academy for Breastfeeding Medicine (ABM), International Baby Food Action Network (IBFAN), International Lactation Consultant Association (ILCA), La Leche League International (LLL), and Wellstart International (WI). WABA is in consultative status with UNICEF, and is an NGO in Special Consultative Status with the Economic and Social Council of the United Nations (ECOSOC).

P.O. Box 1200, 10850 Penang, Malaysia | Tel: 60-4-658 4816 | Fax: 60-4-657 2655
 Email: waba@waba.org.my | Website: www.waba.org.my

State of Maternity Protection by Country



2015



