



PARENTS AT WORK

Leave & Breastfeeding Breaks by Country: Africa

Parents at Work: Leave & Breastfeeding Breaks by Country is an advocacy tool developed by the [World Alliance for Breastfeeding Action](#) (WABA) as part of the [Empowering Parents Campaign](#) (EPC). The EPC aims to promote social protection that will facilitate the integration of parents' productive and reproductive work in both formal and informal sectors. Family-supportive policies, that enable women to remain and progress in paid employment and encourage men to take their fair share of care work, are crucial to achieving greater gender equality at work and at home. [Decent work](#) includes parental social protection policies and legislation, public-funded paid leave and parent-friendly or family-friendly workplaces that help transform social norms, protect workers from job discrimination and help achieve the balance in work and family life for all workers in line with several of the [Sustainable Development Goals](#).



This tool summarises the nationally mandated leave (maternity, paternity and parental), breastfeeding breaks, and the provider of these benefits in 195 countries. To date, 38 countries have ratified the [Maternity Protection Convention, 2000 \(No. 183\)](#), which sets the minimum global standards. Out of 195 countries studied, paternity and parental leave are only available in 100 and 66 countries respectively, and most countries offer at least some paid maternity leave. Progress is slow in meeting the World Health Organization (WHO) [recommendation](#) for the provision of at least 6 months paid leave to support exclusive breastfeeding. Approximately half of the countries worldwide meet the International Labour Organization (ILO) standards, including 47% of low-income countries, 43% of middle-income countries, and 77% of high-income countries.

Use this tool to advocate for gender-equitable parental social protection that will empower parents and enable breastfeeding in the context of both formal and informal work sectors.

PARENTS AT WORK

AFRICA

	NATIONALLY MANDATED														
	LEAVE										BREASTFEEDING BREAKS ^d				
	MATERNITY ^a							PARENTAL ^b	PATERNITY ^c	Availability (Yes/No)	Financing (Paid/Unpaid)	Details			
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	18 - 25 weeks	≥ 26 weeks	Provider of benefits ^a	Duration in weeks	Duration			
Algeria				✓						○	N	3 days	N	N	N
Angola			✓							○	N	<2 weeks	Y	P	60 min per day for 12 months
Benin ^{C183}				✓						◆○	N	10 days	Y	U	60 min per day for 18.5 months
Botswana		✓								◆	N	N	Y	P	60 min per day for 6 months
Burkina Faso ^{C183}				✓						○	52 U	10 days	Y	P	90 min per day for 16.5 months
Burundi		✓								◆○	N	15 days	Y	P	60 min per day for 6 months
Cameroon				✓						○	N	10 days	Y	P	60 min per day for 15 months
Cape Verde	✓									○	N	<2 weeks	MD	MD	MD
Central African Republic				✓						○	N	10 days	Y	P	60 min per day for 15 months
Chad				✓						○	52 U	10 days	Y	P	60 min per day for 15 months
Comoros				✓						◆	N	10 days	Y	P	60 min per day for 15 months
Congo					✓					◆○	N	10 days	Y	P	60 min per day for 15 months
Congo, Democratic Republic of the				✓						◆	N	2 days	Y	P	60 min per day
Cote d'Ivoire (Ivory Coast)				✓						○	N	10 days	Y	P	60 min per day for 15 months
Djibouti				✓						◆○	N	3 days	Y	P	60 min per day for 15 months
Egypt								✓		◆○	104 U [△]	N	Y	P	60 min per day for 24 months
Equatorial Guinea		✓								○	N	<2 weeks	Y	P	60 min per day
Eritrea	✓									◆	N	N	N	N	N
Eswatini		✓								◆	N	N	Y	P	60 min per day for 3 months
Ethiopia			✓							◆	N	5 days	N	N	N
Gabon				✓						◆○	N	10 days	Y	P	120 min per day for 12 months
Gambia								✓		◆	N	<2 weeks	MD	MD	MD
Ghana		✓								◆	N	N	Y	P	60 min per day for 12 months
Guinea				✓						◆○	38 U [△]	N	Y	U	60 min per day for 15 months
Guinea-Bissau	✓									◆○	N	N	Y	P	60 min per day for 12 months
Kenya			✓							◆	N	14 days	N	N	N
Lesotho		✓								◆	N	N	Y	P	60 min per day for 6 months
Liberia				✓						◆	MD	N	N	N	N
Libyan Arab Jamahiriya				✓						◆	N	3 days	Y	P	60 min per day for 18 months
Madagascar				✓						◆○	N	10 days	Y	P	60 min per day for 15 months
Malawi	✓									◆	N	N	N	N	N
Mali ^{C183}				✓						○	N	3 days	Y	P	60 min per day for 15 months
Mauritania				✓						○	N	10 days	Y	P	60 min per day for 15 months
Mauritius ^{C183}		✓								◆	N	5 days	Y	P	60 min per day for 6 months
Morocco ^{C183}				✓						○	52 U [△]	3 days	Y	P	60 min per day for 14 months
Mozambique	✓									○	N	1 day	Y	P	60 min per day for 12 months
Namibia		✓								◆○	N	N	N	N	N
Niger ^{C183}				✓						◆○	N	N	Y	U	60 min per day for 12 months
Nigeria		✓								◆	N	N	Y	P	60 min per day
Rwanda		✓								◆○	N	4 days	Y	P	60 min per day for 12 months

Sao Tome and Principe ^{C183}		✓							○	N	N	Y	P	60 min per day for 12 months
Senegal ^{C183}			✓						○	N	N	Y	P	60 min per day for 15 months
Seychelles			✓						◆○	N	4 days	N	N	N
Sierra Leone		✓							◆	MD	N	MD	MD	MD
Somalia			✓						◆	N	N	Y	P	120 min per day for 12 months
South Africa						✓			○	N	3 days	N	N	N
South Sudan	MD								MD	MD	N	MD	MD	MD
Sudan	✓								◆	N	N	Y	P	60 min per day for 12 months
Tanzania, United Republic of		✓							○	N	3 days	Y	P	120 min per day
Togo			✓						◆○	N	10 days	Y	P	60 min per day for 15 months
Tunisia	✓								○	N	1 day	Y	P	60 min per day for 12 months
Uganda		✓							◆	N	4 days	N	N	N
Zambia		✓							◆	N	N	N	N	N
Zimbabwe			✓						◆	N	N	Y	P	60 min per day

LEGEND

- ◆ Employer
- Social Security
- Y Yes
- N No
- P Paid
- U Unpaid
- C183 Ratified C183 - Maternity Protection Convention, 2000 (No. 183)
- N/S Not specified
- MD Missing Data

- a Data obtained from International Labour Organization. (2017). World Social Protection Report 2017-19: Universal social protection to achieve the Sustainable Development Goals - Table B.5. <https://www.ilo.org/global/publications/books/WCMS_604882/lang--en/index.htm>
- b Data obtained from International Labour Organization. (2014). Maternity and paternity at work: Law and practice across the world. <https://www.ilo.org/global/publications/books/WCMS_242615/lang--en/index.htm>
- c The duration of paternity leave (in days) was obtained from International Labour Organization. (2014). Maternity and paternity at work: Law and practice across the world. When unavailable, the duration of paternity leave (in weeks) was obtained from World Policy Analysis Center. <<https://www.worldpolicycenter.org/topics/family/policies>>. All leave shown are paid unless mentioned Unpaid (U).
- d The data for breastfeeding breaks was obtained from International Labour Organization. (2014). Maternity and paternity at work: Law and practice across the world. When unavailable, data was obtained from the World Policy Analysis Center.
- ▲ Refer to International Labour Organization. (2014). Maternity and paternity at work: Law and practice across the world for additional details.

Methodology: The primary source of data on maternity leave (duration and provider of benefits) was the International Labour Organization. (2017). [World Social Protection Report 2017-19: Universal social protection to achieve the Sustainable Development Goals](#) - Table B.5. The primary source of data on (i) parental and paternity leave and (ii) breastfeeding breaks was taken from the International Labour Organization. (2014). [Maternity and paternity at work: Law and practice across the world](#), Appendix IV and Appendix VII respectively. [World Policy Analysis Center](#) data on paternity leave and breastfeeding breaks were used when these were not available in the primary source. Duration of maternity leave in weeks was categorised accordingly. Duration of parental leave in weeks was provided according to the source. Paternity leave was provided in days or a range according to the source. Details on breastfeeding breaks were provided according to the source. The data for this tool was retrieved from the sources in July 2019.

Disclaimer: WABA aims to provide the most comprehensive and recent information available for all countries in this tool. WABA does not take responsibility for any changes in the data sources since July 2019.

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World Alliance for Breastfeeding Action (WABA) is a global network of individuals and organisations dedicated to 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. 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). WABA coordinates the annual World Breastfeeding Week campaign. WABA works closely with many organisations and individuals. Our partners in this effort include: the Academy of Breastfeeding Medicine (ABM), International Baby Food Action Network (IBFAN), International Lactation Consultant Association (ILCA), La Leche League International (LLL), United Nations Children's Fund (UNICEF), World Health Organization (WHO), and several other international organisations.