

# PARENTS AT WORK

## AFRICA

	NATIONALLY MANDATED											BREASTFEEDING BREAKS <sup>d</sup>			Details
	LEAVE														
	MATERNITY <sup>a</sup>							PARENTAL <sup>b</sup>	PATERNITY <sup>c</sup>	Availability (Yes/No)	Financing (Paid/Unpaid)				
1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	18 - 25 weeks	≥ 26 weeks	Provider of benefits <sup>a</sup>	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 <sup>C183</sup>			✓						◆○	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 <sup>C183</sup>			✓						○	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	
Cameroun			✓						○	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 <sup>▲</sup>	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 <sup>▲</sup>	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 <sup>C183</sup>			✓						○	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 <sup>C183</sup>		✓							◆	N	5 days	Y	P	60 min per day for 6 months	
Morocco <sup>C183</sup>			✓						○	52 U <sup>▲</sup>	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 <sup>C183</sup>			✓						◆○	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 <sup>C183</sup>			✓						○	N	N	Y	P	60 min per day for 12 months	
Senegal <sup>C183</sup>			✓						○	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	
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	

# PARENTS AT WORK

## ARAB STATES

	NATIONALLY MANDATED											BREASTFEEDING BREAKS <sup>d</sup>			Details
	LEAVE														
	MATERNITY <sup>a</sup>							PARENTAL <sup>b</sup>	PATERNITY <sup>c</sup>	Availability (Yes/No)	Financing (Paid/Unpaid)				
1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	18 - 25 weeks	≥ 26 weeks	Provider of benefits <sup>a</sup>	Duration in weeks	Duration				
Bahrain	✓								◆	26 U <sup>▲</sup>	<2 weeks	Y	P	60 min per day for 24 months	
Iraq				✓					○	56 U <sup>▲</sup>	N	Y	P	60 min per day	
Jordan	✓								○	56 U <sup>▲</sup>	N	Y	P	60 min per day for 12 months	
Kuwait	✓								◆	17 U <sup>▲</sup>	N	Y	P	120 min per day	
Lebanon	✓								◆	N	N	N	N	N	
Oman	✓								◆	MD	N	N	N	N	
Qatar	✓								◆	N	N	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 12 months old	
Saudi Arabia	✓								◆	N	1 day	Y	P	60 min per day	
Syrian Arab Republic							✓		◆	52 U <sup>▲</sup>	6 days U	Y	P	60 min per day for 24 months	
United Arab Emirates	✓								◆	N	N	Y	P	60 min per day for 18 months	
Yemen	✓								◆	N	N	Y	P	After the end of maternity leave, working hours are reduced to 5 hours per day till the end of 6 months after the birth of the child	

**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

<sup>a</sup> 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](https://www.ilo.org/global/publications/books/WCMS_604882/lang--en/index.htm)>

<sup>b</sup> 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](https://www.ilo.org/global/publications/books/WCMS_242615/lang--en/index.htm)>

<sup>c</sup> 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>>

<sup>d</sup> 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.

<sup>▲</sup> 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.

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# PARENTS AT WORK

## Leave & Breastfeeding Breaks by Country

**P**arents 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

## AMERICAS

	NATIONALLY MANDATED											Details		
	LEAVE							BREASTFEEDING BREAKS <sup>d</sup>						
	MATERNITY <sup>a</sup>							PARENTAL <sup>b</sup>	PATERNITY <sup>c</sup>	Availability (Yes/No)			Financing (Paid/Unpaid)	
1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	18 - 25 weeks	≥ 26 weeks	Provider of benefits <sup>a</sup>	Duration in weeks	Duration	Availability (Yes/No)	Financing (Paid/Unpaid)	
Antigua and Barbuda		✓							◆○	N	N	N	N	N
Argentina			✓						○	N	2 days	Y	P	60 min per day for 24 months
Bahamas			✓						◆○	N	7 days U <sup>▲</sup>	N	N	N
Barbados		✓							○	N	N	N	N	N
Belize <sup>C183</sup>			✓						◆○	N	N	N	N	N
Bolivia (Plurinational State of)			✓						○	N	<2 weeks	Y	P	60 min per day for 12 months
Brazil						✓			○	N	5 days	Y	P	60 min per day for 6 months
Canada					✓				○	37 P <sup>▲</sup>	N	N	N	N
Chile							✓		○	12 P <sup>▲</sup>	5 days	Y	P	60 min per day for 24 months
Colombia							✓		○	N	8 days	Y	P	60 min per day for 6 months
Costa Rica						✓			◆○	N	N	Y	P	60 min per day
Cuba <sup>C183</sup>							✓		○	39 P <sup>▲</sup>	N	Y	P	60 min per day for 12 months
Dominica		✓							○	N	N	N	N	N
Dominican Republic <sup>C183</sup>		✓							◆○	N	2 days	Y	P	60 min per day for 12 months
Ecuador		✓							◆○	N	10 days	Y	P	120 min per day for 9 months
El Salvador						✓			◆○	N	3 days	Y	P	60 min per day
Grenada			✓						◆○	N	N	N	N	N
Guatemala		✓							◆○	N	2 days	Y	P	60 min per day for 10 months
Guyana			✓						○	N	N	N	N	N
Haiti		✓							◆	N	N	Y	P	60 min per day
Honduras		✓							◆○	N	N	Y	P	60 min per day for 6 months
Jamaica	✓								◆○	N	N	N	N	N
Mexico		✓							○	N	<2 weeks	Y	P	60 min per day
Nicaragua		✓							◆○	N	N	Y	P	45 min per day
Panama			✓						○	N	N	Y	P	60 min per day
Paraguay							✓		○	N	3 days	Y	P	60 min per day
Peru <sup>C183</sup>			✓						○	N	4 days	Y	P	60 min per day for 12 months
Saint Kitts and Nevis			✓						○	N	N	N	N	N
Saint Lucia			✓						○	N	N	N	N	N
Saint Vincent and the Grenadines			✓						○	MD	N	N	N	N
Suriname	MD								MD	MD	N	N	N	N
Trinidad and Tobago			✓						◆○	N	N	N	N	N
United States		✓							U	12 U <sup>▲</sup>	N	Y	U	New mothers are guaranteed breastfeeding breaks until the child is 12 months old
Uruguay			✓						○	N	3 days	Y	P	60 min per day
Venezuela (Bolivarian Republic of)						✓			○	N	14 days	Y	P	60 min per day for 6 months

# PARENTS AT WORK

## ASIA AND THE PACIFIC

Afghanistan

Australia

Bangladesh

Bhutan

Brunei Darussalam

Cambodia

China

Cook Islands

Democratic People's Republic of Korea

Fiji

India

Indonesia

Iran, Islamic Republic of

Japan

Kiribati

Korea, Republic of

Lao People's Democratic Republic

Malaysia

Maldives

Marshall Islands

Micronesia, Federated States of

Mongolia

Myanmar

Nauru

Nepal

New Zealand

Niue

Pakistan

Palau

Papua New Guinea

Philippines

Samoa

Singapore

Solomon Islands

Sri Lanka

Taiwan

Thailand

Timor-Leste, Democratic Republic of

Tonga

Tuvalu

Vanuatu

Viet Nam

	NATIONALLY MANDATED											Details		
	LEAVE							BREASTFEEDING BREAKS <sup>d</sup>						
	MATERNITY <sup>a</sup>							PARENTAL <sup>b</sup>	PATERNITY <sup>c</sup>	Availability (Yes/No)			Financing (Paid/Unpaid)	
1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	18 - 25 weeks	≥ 26 weeks	Provider of benefits <sup>a</sup>	Duration in weeks	Duration	Availability (Yes/No)	Financing (Paid/Unpaid)	
Afghanistan			✓						◆	N	<2 weeks	Y	P	60 min per day
Australia								✓	○	52 P <sup>▲</sup>	14 days U	N	N	N
Bangladesh							✓		◆	N	10 days	N	N	N
Bhutan	MD								MD	MD	<2 weeks	Y	N/S	New mothers are guaranteed breastfeeding breaks until the child is 2.9 months old
Brunei Darussalam	✓								◆	N	N	N	N	N
Cambodia			✓						◆○	N	10 days	Y	P	60 min per day for 12 months
China				✓					○	N	N	Y	P	60 min per day for 12 months
Cook Islands	MD								MD	MD	MD	MD	MD	MD
Democratic People's Republic of Korea	MD								MD	MD	N	N	N	N
Fiji		✓							◆	N	N	MD	MD	MD
India								✓	○	N	N	Y	P	2 nursing breaks of the prescribed duration until the child attains the age of 15 months
Indonesia			✓						◆	N	2 days	Y	U	New mothers are guaranteed breastfeeding breaks with no explicit limit on the age of the child
Iran, Islamic Republic of								✓	○	N	N	Y	P	60 min per day for 24 months
Japan				✓					○	52 U <sup>▲</sup>	N	Y	P	60 min per day
Kiribati		✓							◆	N	N	MD	MD	MD
Korea, Republic of			✓						○	52 P <sup>▲</sup>	3 days U	Y	P	60 min per day for 12 months
Lao People's Democratic Republic				✓					◆○	N	N	Y	P	60 min per day for 12 months
Malaysia	✓								◆	N	N	N	N	N
Maldives	MD								MD	MD	<2 weeks	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 12 months old
Marshall Islands	MD								MD	MD	N	N	N	N
Micronesia, Federated States of	MD								MD	MD	N	N	N	N
Mongolia							✓		○	156 <sup>▲</sup>	N	Y	P	120 min per day for 6 months
Myanmar				✓					○	N	6 days	N	N	N
Nauru	MD								MD	MD	N	N	N	N
Nepal	✓								◆	4 U	N	Y <sup>▲</sup>	P	New mothers are guaranteed breastfeeding breaks with no explicit limit on the age of the child
New Zealand							✓		○	52 U <sup>▲</sup>	14 days U	Y	U	New mothers are guaranteed breastfeeding breaks with no explicit limit on the age of the child
Niue	MD								MD	MD	MD	MD	MD	MD
Pakistan		✓							◆	N	N	N	N	N
Palau	MD								MD	MD	N	N	N	N
Papua New Guinea	✓								U	N	N	Y	P	60 min per day
Philippines	✓								○	N	7 days	Y	P	40 min per day <sup>▲</sup>
Samoa	✓								◆	MD	<2 weeks	Y	P	New mothers are guaranteed breastfeeding breaks with no explicit limit on the age of the child
Singapore						✓			◆	N	7 days	N	N	N
Solomon Islands		✓							◆	N	N	Y	P	60 min per day
Sri Lanka		✓							◆	N	N	Y	P	60 min per day for 12 months
Taiwan	MD								MD	MD	MD	MD	MD	MD
Thailand			✓						◆○	N	N	N	N	N
Timor-Leste, Democratic Republic of		✓							○	MD	<2 weeks	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 6 months old
Tonga	MD								MD	MD	N	N	N	N
Tuvalu	MD								MD	MD	N	Y	P	New mothers are guaranteed breastfeeding breaks with no explicit limit on the age of the child
Vanuatu		✓							◆	N	N	Y	P	60 min per day
Viet Nam							✓		○	N	<2 weeks	Y	P	60 min per day for 12 months

# PARENTS AT WORK

## EUROPE AND CENTRAL ASIA

Albania <sup>C183</sup>

Andorra

Armenia

Austria <sup>C183</sup>

Azerbaijan <sup>C183</sup>

Belarus <sup>C183</sup>

Belgium

Bosnia and Herzegovina <sup>C183</sup>

Bulgaria <sup>C183</sup>

Croatia

Cyprus <sup>C183</sup>

Czech Republic <sup>C183</sup>

Denmark

Estonia

Finland

France

Georgia

Germany

Greece

Hungary <sup>C183</sup>

Iceland

Ireland

Israel

Italy <sup>C183</sup>

Kazakhstan <sup>C183</sup>

Kyrgyzstan

Latvia <sup>C183</sup>

Lithuania <sup>C183</sup>

Luxembourg <sup>C183</sup>

Malta

Moldova, Republic of <sup>C183</sup>

Monaco

Montenegro <sup>C183</sup>

Netherlands <sup>C183</sup>

Norway <sup>C183</sup>

Poland

Portugal <sup>C183</sup>

Republic of North Macedonia <sup>C183</sup>

Romania <sup>C183</sup>

Russian Federation

San Marino <sup>C183</sup>

Serbia <sup>C183</sup>

Slovakia <sup>C183</sup>

Slovenia <sup>C183</sup>

Spain

Sweden

Switzerland <sup>C183</sup>

Tajikistan

Turkey

Turkmenistan

Ukraine

United Kingdom

Uzbekistan

	NATIONALLY MANDATED											Details		
	LEAVE							BREASTFEEDING BREAKS <sup>d</sup>						
	MATERNITY <sup>a</sup>							PARENTAL <sup>b</sup>	PATERNITY <sup>c</sup>	Availability (Yes/No)			Financing (Paid/Unpaid)	
1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	18 - 25 weeks	≥ 26 weeks	Provider of benefits <sup>a</sup>	Duration in weeks	Duration	Availability (Yes/No)	Financing (Paid/Unpaid)	
Albania <sup>C183</sup>									○	<2 P <sup>▲</sup>	N	Y	P	New mothers are guaranteed breastfeeding breaks with no explicit limit on the age of the child
Andorra						✓			○	MD	>2 weeks	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 9 months old
Armenia								✓	○	156 U <sup>▲</sup>	N	Y	P	60 min per day
Austria <sup>C183</sup>						✓			○	104 P <sup>▲</sup>	N			