

Legal Indicators for “Combining work, family and personal life”

Country	Length of maternity leave	Level of maternity leave benefits	Source of maternity leave benefits	Type of funding	Ratified Maternity Protection Conventions		
					C3	C103	C183
Africa							
Algeria	14 weeks	100%	Social security	Mandatory	√		
Angola	3 months	100%	Mixed (if necessary, employer tops up social security)	No information			
Benin	14 weeks	100%	Mixed (50% social security; 50% employer)	Mandatory			
Botswana	12 weeks	25% or 50% for each day of absence	Employer liability	Mandatory ³			
Burkina Faso	14 weeks	100%	Mixed (if necessary, employer tops up social security)	Mandatory	√		
Burundi	12 weeks	100%	Mixed (50% social security; 50% employer)	Mandatory			
Cameroon	14 weeks	100%	Social security	Mandatory	√		
Central African Republic	14 weeks	50%	Social security	Mandatory	√		
Chad	14 weeks	100%	Social security	Mandatory			
Comoros	14 weeks	100%	Employer liability	Mandatory			
Congo	15 weeks	100%	Mixed (50% social security; 50% employer)	Mandatory			
Cote d'Ivoire	14 weeks	100%	Social security	Mandatory	√		
Democratic Republic of Congo	14 weeks	Two-thirds	Employer liability	Mandatory			
Djibouti	14 weeks	100%	Mixed (50% social security; 50% employer)	No information			
Egypt	3 months	100%	Mixed (75% social security; 25% employer)	Mandatory			
Equatorial Guinea	12 weeks	75%	Social security	Mandatory		√	
Eritrea	60 days	Paid, but no information on how much	Employer liability	No information			
Ethiopia	90 days	100%	Employer liability	Mandatory			
Gabon	14 weeks	100%	Social security	Mandatory	√		
Gambia	12 weeks	100%	Employer liability	No information			

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Ghana	12 weeks	100%	Employer liability	No information		√	
Guinea	14 weeks	100%	Mixed (50% social security; 50% employer)	Mandatory	√		
Guinea-Bissau	60 days	100%	Mixed (if necessary employer pays difference between social security and earnings)	No information			
Kenya	3 months	100%	Employer liability	Mandatory			
Lesotho	12 weeks	No obligation for employers to pay	Unpaid	N/A			
Libyan Arab Jamahiriya	50 days	50% (100% for self-employed women)	Employer liability (social security for self-employed women)	Mandatory	√	√	
Madagascar	14 weeks	100%	Mixed (50% social security; 50% employer)	Mandatory			
Malawi	8 weeks	100%	Employer liability	No information			
Mali	14 weeks	100%	Social security	Mandatory			√
Mauritania	14 weeks	100%	Social security	Mandatory	√		
Mauritius	12 weeks	100%	Employer liability	Mandatory			
Morocco	14 weeks	100%	Social security	Mandatory			
Mozambique	60 days	100%	Employer liability	No information			
Namibia	12 weeks	100%	Social security	No information			
Niger	14 weeks	50%	Social security	Mandatory			
Nigeria	12 weeks	50%	Employer liability	Mandatory			
Rwanda	12 weeks	100% first six weeks; 20% remainder	Employer liability	Mandatory			
Sao Tome and Principe	60 days	100%	Social security ¹	Mandatory			
Senegal	14 weeks	100%	Social security	Mandatory			
Seychelles	14 weeks	Flat monthly rate for 12 weeks	Mixed	Mandatory			
Somalia	14 weeks	50%	Employer liability	Mandatory			
South Africa	4 months	Up to 60% depending on income	Social security	Mandatory			
Sudan	8 weeks	100%	Employer liability	Mandatory			
Swaziland	12 weeks	Unpaid	N/A	N/A			

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Tanzania, United Republic of	84 days	100%	Social security	Mandatory			
Togo	14 weeks	100%	Mixed (50% social security; 50% employer)	Mandatory			
Tunisia	30 days	Two-thirds	Social security	Mandatory			
Uganda	60 working days	100% for 1 month	Employer liability	Mandatory			
Zambia	12 weeks	100%	Employer liability	Mandatory		√	
Zimbabwe	98 days	100%	Employer liability	Mandatory			
Asia (East, South-East, Pacific, South)							
Afghanistan	90 days	100%	Employer liability	Mandatory			
Bangladesh	16 weeks	100%	Employer liability	Mandatory			
Cambodia	90 days	50%	Employer liability	Mandatory			
China	90 days	100%	Social security	Mandatory			
Fiji	84 days	Flat rate	Employer liability	Mandatory			
India	12 weeks	100%	Social security ¹	Mandatory			
Indonesia	3 months	100%	Employer liability	Mandatory			
Kiribati	12 weeks	25%	Employer liability	No information			
Korea, Republic of	90 days	100%	Mixed (2/3 employer; 1/3 social security) ²	Mandatory			
Lao People's Democratic Republic	90 days	100%	Social security ¹	Mandatory ³			
Malaysia	60 days	100%	Employer liability	Mandatory			
Mongolia	120 days	70%	Social security	Mandatory		√	
Myanmar	12 weeks	Two-thirds	Social security	Mandatory			
Nepal	52 days	100%	Employer liability	Mandatory			
Pakistan	12 weeks	100%	Employer liability	Mandatory			
Papua New Guinea	As necessary for hospitalization before confinement and 6 weeks after	Unpaid	N/A	N/A		√	
Philippines	60 days	100%	Social security	Mandatory			

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Singapore	16 weeks	100% for first and second child	Mixed (8 weeks employer and 8 weeks government) Government for the third and subsequent confinement	Mandatory			
Solomon Islands	12 weeks	25%	Employer liability	Mandatory			
Sri Lanka	12 weeks for 1st and 2nd child	6/7 or 100% ⁴	Employer liability	Mandatory		√	
Thailand	90 days	45 days paid 100% by employer, then 45 days paid 50% by social security	Mixed (2/3 employer; 1/3 social security)	Mandatory			
Vanuatu	12 weeks	50%	Employer liability	Mandatory			
Viet Nam	4 to 6 months ⁷	100%	Social security	Mandatory			
Central and South-Eastern Europe (Non-EU) and CIS							
Albania	365 days	80% prior to birth through 150 days after; 50% for remainder	Social security	Mandatory			√
Azerbaijan	126 days	100%	Social security	Mandatory		√	
Belarus	126 days	100%	Social security	Mandatory		D**	√
Bosnia and Herzegovina	365 days	50% to 100% ⁸	Social security and State (employer reimbursed for initial payment)	No information	√	√	
Croatia	45 days before birth to one year after birth	100% until 6 months after birth, then fixed amount	Social security (health insurance fund for 6 month, then State)	Mandatory	√	√	
Kazakhstan	126 days	100%	Employer liability	Mandatory			
Kyrgyzstan	126 days	100% first 10 working days; 10 times the benchmark indicator (minimum wage level) for remaining period	State (employer pays the benefits, but is reimbursed by the State)	Mandatory		√	
The former Yugoslav Republic of Macedonia	No information	No information	No information	No information	√	√	
Moldova, Republic of	126 days	100%	Social security	Mandatory		D**	√

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Montenegro	365 days from birth	100%	Employer liability	No information	√	√	
Russian Federation	140 days	100% up to a ceiling	Social security	Mandatory		√	
Serbia	365 days for 1 st and 2 nd child	100%	Social security	Mandatory	√	√	
Tajikistan	140 days	100%	Social security	No information		√	
Turkey	16 weeks	Two-thirds	Social security	Mandatory			
Ukraine	126 days	100%	Social security	Mandatory		√	
Uzbekistan	126 days	100%	Social security	Mandatory		√	
Developed Economies and European Union							
Australia	52 weeks	Unpaid	N/A	N/A			
Austria	16 weeks	100%	Social security	Mandatory		D**	√
Belgium	15 weeks	82% first 30 days; 75% up to a ceiling for remaining period	Social security	Mandatory			
Bulgaria	227 days	90%	Social security	Mandatory	√		√
Canada	17 (federal)	55% for 15 weeks up to a ceiling	Social security	Mandatory			
Cyprus	18 weeks	75%	Social security	Mandatory			√
Czech Republic	28 weeks	69%	Social security	Mandatory			
Denmark	18 weeks	100% for regular employees	Mixed (employer and local government)	Mandatory			
Estonia	140 days	100%	Social security	Mandatory			
Finland	105 working days	70% up to a ceiling plus 40% of additional amount, plus 25% of additional amount	Social security	Mandatory			
France	16 weeks	100% up to a ceiling	Social security	Mandatory	√		
Germany	14 weeks	100%	Mixed (social security up to a ceiling and employer)	Mandatory	√		
Greece	119 days	100%	Social security and State	Mandatory	√	√	
Hungary	24 weeks	70%	Social security	Mandatory	√	D**	√
Iceland	3 months	80%	Social security and State universal flat rate for non qualifying women	Mandatory			

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Ireland	26 weeks paid (plus 16 weeks unpaid)	80% up to a ceiling	Social security	Mandatory			
Israel	12 weeks	100% up to a ceiling for 14 weeks	Social security	Mandatory			
Italy	5 months	80%	Social security	Mandatory	√	D**	√
Japan	14 weeks	60%	Social security	Mandatory			
Latvia	112 days	100%	Social security	Mandatory	√		√
Lithuania	126 days	100%	Social security	Mandatory			√
Luxembourg	16 weeks	100%	Social security	Mandatory	√	D**	√
Malta	14 weeks	100%	Employer liability	Mandatory			
Netherlands	16 weeks	100% up to a ceiling	Social security	Mandatory		√	√
New Zealand	14 weeks	100% up to a ceiling	State (Universal)	Mandatory			
Norway	36 (or 46) weeks ⁹	100% (or 80% for 46 weeks)	Social security	Mandatory			
Poland	20 weeks	100%	Social security	Mandatory		√	
Portugal	120 (or 150) days	100% (or 80% for 150 days)	Social security	Mandatory		√	
Romania	126 days	85%	Social security	Mandatory	√		√
San Marino	5 months	100%	Social security	Mandatory		√	
Slovakia	28 weeks	55%	Social security	Mandatory			√
Slovenia	105 days	100% up to a ceiling	Social security	Mandatory	D**	D**	
Spain	16 weeks	100%	Social security	Mandatory	√	√	
Sweden	14 weeks	80%	Social security	Mandatory			
Switzerland	14 weeks	80% (up to a ceiling)	Social security and mandatory private insurance (50% employer; 50% employee)	Mandatory			
United Kingdom	52 weeks	6 weeks paid at 90%; lower of 90%/flat rate for weeks 7–39; weeks 40–52 unpaid	Mixed (employer reimbursed for 92% by the State)	Mandatory			
United States	12 weeks (federal)	Unpaid	No national programme	N/A			
Latin America and the Caribbean							
Antigua and Barbuda	13 weeks	100% for 6 weeks; 60% for 7 weeks.	Mixed (60% social security; 40% employer for first 6 weeks).	Mandatory			
Argentina	90 days	100%	Social security	Mandatory	√		
Bahamas	12 weeks	100 %	Mixed (2/3 social security, for 13 weeks; 1/3 employer	Mandatory		√	

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			for 12 weeks)				
Barbados	12 weeks	100%	Social security	Mandatory			
Belize	14 weeks	100%	Social security ¹	Mandatory		D**	√
Bolivia, Plurinational State of	60 days	100% of minimum wage plus 70% of the difference between minimum wage and regular earnings	Social security	Mandatory		√	
Brazil	120 days	100%	Social security	Mandatory	D*	√	
Chile	18 weeks	100% up to a ceiling	Social security	Mandatory	D*	√	
Colombia	12 weeks	100%	Social security	Mandatory	√		
Costa Rica	4 months	100%	Mixed (50% social security; 50% employer) ¹	Mandatory			
Cuba	18 weeks	100%	Social security	Mandatory	√	D**	√
Dominica	12 weeks	60%	Mixed	Mandatory			
Dominican Republic	12 weeks	100%	Mixed (50% social security; 50% employer) ¹	Mandatory			
Ecuador	12 weeks	100%	Mixed (75% social security; 25% employer)	Mandatory		√	
El Salvador	12 weeks	75%	Social security ¹	Mandatory			
Grenada	3 months	105% for 2 months; 65% for last month	Mixed (65% social security for 12 weeks; 40% employer for 2 months)	Mandatory			
Guatemala	84 days	100%	Mixed (2/3 social security; 1/3 employer) ¹	Mandatory		√	
Guyana	13 weeks	70%	Social security	Mandatory			
Haiti	12 weeks	100% for 6 weeks	Employer liability	No information			
Honduras	10 weeks	100% for 84 days ⁵	Social security ⁶	Mandatory			
Jamaica	12 weeks	100% for 8 weeks	Employer liability	Mandatory			
Mexico	12 weeks	100%	Social security ¹	Mandatory			
Nicaragua	12 weeks	100%	Mixed (60% social security; 40% employer) ¹	Mandatory	√		
Panama	14 weeks	100%	Mixed ⁶	Mandatory	√		
Paraguay	12 weeks	50% for 9 weeks	Social security	Mandatory			

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Peru	90 days	100%	Social security	Mandatory			
Saint Kitts and Nevis	13 weeks	65%	Social security	Mandatory			
Saint Lucia	3 months	65%	Social security	Mandatory			
Saint Vincent and the Grenadines	13 weeks	65%	Social security	Mandatory			
Trinidad and Tobago	13 weeks	100% for 1 month and 50% for 2 months paid by employer plus a sum depending on earnings from social security	Mixed	Mandatory			
Uruguay	12 weeks	100%	Social security	Mandatory	D*	√	
Venezuela, Bolivarian Republic of	18 weeks	100%	Social security	Mandatory	√	D	
Middle East							
Bahrain	60 days	100% for 45 days; then unpaid	Employer	No information			
Iran, Islamic Republic of	90 days or 4 months if breast-feeding	Two-thirds	Social security	Mandatory			
Iraq	62 days	100%	Social security	No information			
Jordan	10 weeks	100%	Employer liability	No information			
Kuwait	70 days	100%	Employer liability	No information			
Lebanon	7 weeks	100%	Employer liability	Mandatory			
Qatar	50 days	100%	Employer liability	No information			
Saudi Arabia	10 weeks	50% or 100% depending on duration of employment	Employer liability	Mandatory			
Syrian Arab Republic	120 days (for first child)	100%	Employer liability	No information			
United Arab Emirates	45 days	100%	Employer liability	No information			
Yemen	60 days	100%	Employer liability	No information			

D=Denounced; D*=Denounced, C.103 ratified; D**=Denounced, C.183 ratified; N/A = not applicable.

Note: The length of maternity leave as included in this Annex refers to the normal general duration of maternity leave as provided for by legislation at the national level. Unless otherwise specified, the duration of maternity leave in days is intended as 'consecutive' or 'calendar' days.

1. If a woman is not covered by social insurance but is otherwise qualified for maternity leave, her employer is responsible for the full payment of her cash maternity benefits.
2. For employees of enterprises meeting the criteria of the Enforcement Decree of the Employment Insurance Act, the Employment Insurance Fund pays the whole maternity leave period.
3. Only some areas of the country are covered.
4. 6/7 for employees covered by the Maternity Benefits Ordinance; 100% for those covered by the Shops and Offices Employees Act.
5. The Labour Code (31 March 2003) provides 10 weeks' maternity leave, while according to the General Regulation of Social Security Act (15 February 2005) maternity benefits are paid for 84 days by social security.
6. Employer makes up the difference between social security or mandatory individual account payments and wages.
7. 4 to 6 months depending on the working conditions and nature of the work.
8. 100% (Republic of Srpska); 50-80%, depending upon the various cantonal regulations (Federation of Bosnia and Herzegovina).
9. Norway has a system of paid maternity, paternity and parental leave of 56 weeks or 46 weeks altogether (paid respectively at 80% or 100% of previous earnings). For the purpose of determining the length of maternity leave, the 10 weeks of paid leave exclusively reserved for the father have been left out of consideration. The mother may use the remainder of 46 or 36 weeks, of which 9 weeks are exclusively reserved for her.

Sources

All information in the table is based on the "ILO Database of Conditions of Work and Employment Laws - Maternity Protection", available at: <http://www.ilo.org/dyn/travail/travmain.home> and ISSA information, except the information on Bosnia and Herzegovina.

The information on Bosnia and Herzegovina is from: ILOLEX, CEACR Individual Direct Request concerning Maternity Protection Convention (Revised), 1952 (No.103), Bosnia and Herzegovina (ratification: 1993), Submitted: 2009. Available at: <http://www.ilo.org/ilolex/english/newcountryframeE.htm> .