

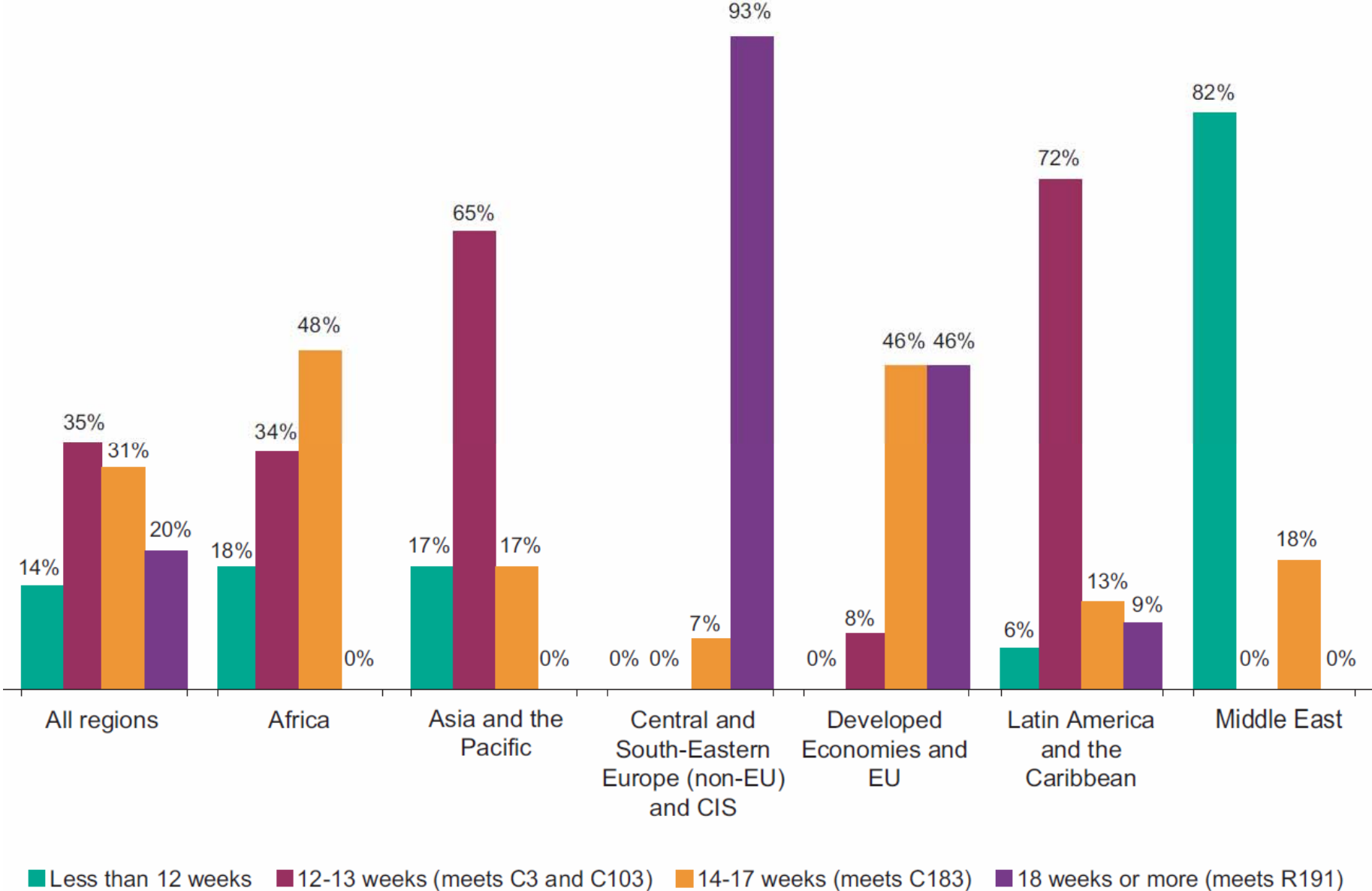
# Length of Maternity Leave

## **Source:**

All information in the following graphs 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>

# Length of statutory maternity leave, by region, 2009 (167 countries)



## Duration of maternity leave, by country and region (Africa, Asia and the Pacific and Central and S-E Europe and CIS), 2009

Region	Less than 12 weeks	12 or 13 weeks (meets C3 and C103)	14-17 weeks (meets C3, C103 and C183)	18 weeks or more (meets C3, C103, C183 and R191)
Africa	Eritrea, Guinea-Bissau, Libyan Arab Jamahiriya,* Malawi, <sup>1</sup> Mozambique, Sao Tome and Principe, Sudan, Tunisia, Uganda	Angola, Botswana, Burundi, Egypt, Equatorial Guinea,* Ethiopia, Gambia, Ghana,* Kenya, Lesotho, Mauritius, Namibia, Nigeria, Rwanda, Swaziland, United Republic of Tanzania, Zambia*	Algeria,* Benin, Burkina Faso,* Cameroon,* Central African Republic,* Chad, Comoros, Congo, Côte d'Ivoire,* Democratic Republic of the Congo, Djibouti, Gabon,* Guinea,* Madagascar, Mali,** Mauritania,* Morocco, Niger, Senegal, Seychelles, Somalia, South Africa, Togo, Zimbabwe	
Asia and the Pacific	Malaysia, Nepal, Papua New Guinea,* <sup>2</sup> Philippines	Afghanistan, Cambodia, China, Fiji, India, Indonesia, Kiribati, Republic of Korea, Lao People's Democratic Republic, Myanmar, Pakistan, Solomon Islands, Sri Lanka,* <sup>3</sup> Thailand, Vanuatu	Bangladesh, Mongolia,* Singapore, Viet Nam	
Central and South-Eastern Europe (non-EU) and CIS			Turkey	Albania,** Azerbaijan,* Belarus,** Bosnia and Herzegovina,* Croatia,* Kazakhstan, Kyrgyzstan,* Republic of Moldova,** Russian Federation,* Serbia,* Tajikistan,* Ukraine,* Uzbekistan*

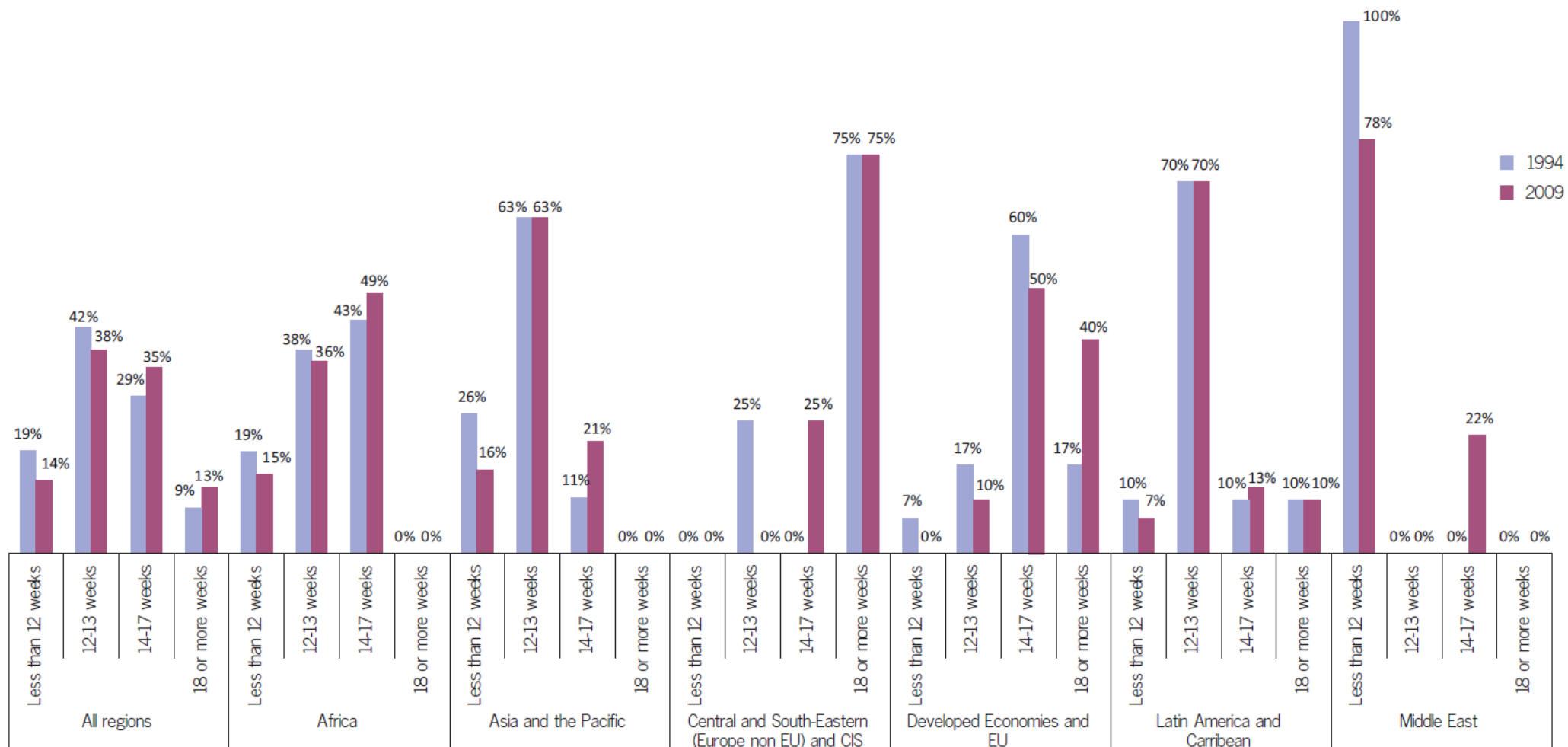
\* Country has ratified Convention No. 3 or Convention No. 103 (minimum of 12 weeks' maternity leave), but not Convention No. 183. \*\* Country has ratified Convention No. 183 (minimum of 14 weeks' maternity leave). [1] Malawi provides the right to maternity leave once every three years. [2] Papua New Guinea provides maternity leave as necessary for hospitalization before confinement and six weeks afterwards. For the purpose of this report, this provision has been interpreted as not requiring a leave period of at least 12 weeks or more. [3] Sri Lanka provides six weeks of leave for the third and each subsequent child.

## Duration of maternity leave, by country and region (Developed economies and EU, Latin America and Caribbean and Middle East), 2009

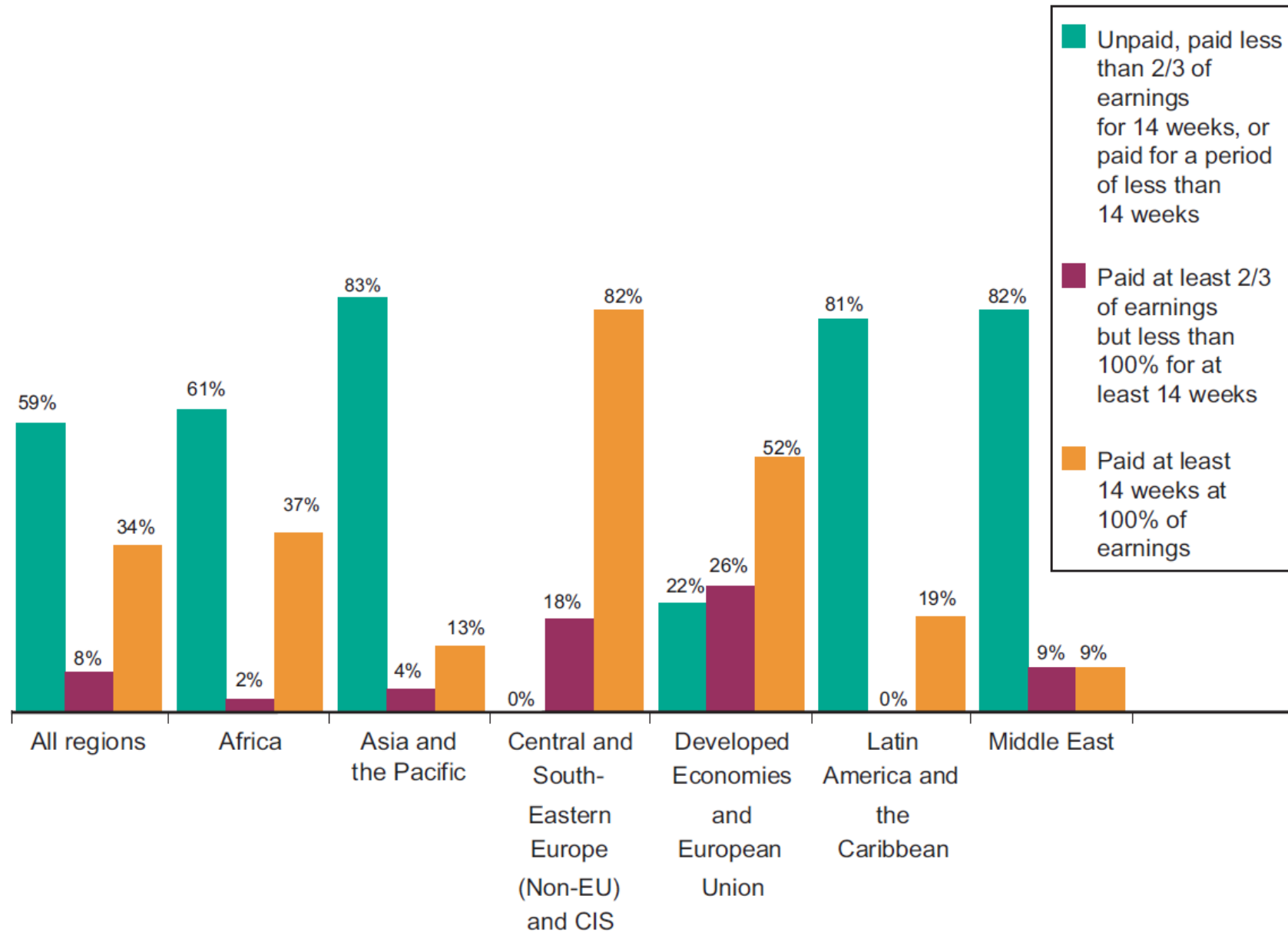
Region	Less than 12 weeks	12 or 13 weeks (meets C3 and C103)	14-17 weeks (meets C3, C103 and C183)	18 weeks or more (meets C3, C103, C183 and R191)
Developed economies and EU		Iceland, Israel, United States (federal) <sup>4</sup>	Austria,** Belgium, Canada (federal), France,* Germany,* Greece,* Japan, Latvia,** Luxembourg,** Malta, Netherlands,** New Zealand, Portugal,* Slovenia,* Spain,* Sweden, Switzerland	Australia, <sup>5</sup> Bulgaria,** Czech Republic, Cyprus,** Denmark, Estonia, Finland, Hungary,** Ireland, Italy,** Lithuania,** Norway, <sup>6</sup> Poland,* Romania,** San Marino,* Slovakia,** United Kingdom
Latin America and Caribbean	Bolivia*, Honduras	Antigua and Barbuda, Argentina,* Bahamas,* Barbados, Colombia,* Dominica, Dominican Republic, Ecuador,* El Salvador, Grenada, Guatemala,* Guyana, Haiti, Jamaica, Mexico, Nicaragua,* Paraguay, Peru, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago, Uruguay*	Belize,** Brazil,* Costa Rica, Panama*	Chile,* Cuba,** BR Venezuela*
Middle East	Bahrain, Iraq, Jordan, Kuwait, Lebanon, Qatar, Saudi Arabia, United Arab Emirates, Yemen		Islamic Republic of Iran, <sup>7</sup> Syrian Arab Republic	

\* Country has ratified Convention No. 3 or Convention No. 103 (minimum of 12 weeks' maternity leave), but not Convention No. 183. \*\* Country has ratified Convention No. 183 (minimum of 14 weeks' maternity leave). [4] The United States (federal) provides 12 weeks of maternity leave only for employees working for an employer with more than 50 employees. [5] Australia provides parental leave of up to 52 weeks, which may be shared between the parents. The mother may start her leave 6 weeks prior to the expected birth. [6] Norway provides 46 weeks or 56 weeks of parental leave, of which 10 weeks are exclusively reserved for the father and 9 weeks for the mother. The remainder may be shared between the parents. [7] The Islamic Republic of Iran provides 13 weeks' maternity leave in general, but 17 weeks of maternity leave if the woman is breastfeeding. For the purpose of this table, it has been assumed that the majority of women are breastfeeding.

# Length of statutory maternity leave, by region, 1994 and 2009 (139 countries)



# Cash benefits and leave duration, by region, 2009 (152 countries)



# Percentage of countries reaching the ILO standards on length of maternity leave, payment and source of benefits, by region, 2009 (145 countries)

