

Status of Maternity Protection by Countries

See complete document at:

<http://www.waba.org.my/whatwedo/womenandwork/pdf/mpchart2013.pdf>

Status of Maternity Protection by Country

This document is developed by the WABA Women & Work Task Force as part of the Maternity Protection Campaign to support women's right to breastfeed and work, by advocating for the implementation and monitoring of improved maternity protection entitlements.

We thank all those who participated in updating this document. We like to hear from you on updates and your comments. Write to: waba@waba.org.my

- Initial sources:
- www.waba.org.my/womenandwork/mpstatus.html
 - ILO Report V(2)
- Other sources:
- Feedback from WABA, IBFAN network & trade unions
 - Ministry of Labour of listed countries
 - ILO, NATLEX
 - ILO, Maternity Protection Database



	MATERNITY LEAVE										OTHER LEAVES			BREASTFEEDING BREAKS		Duration
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	>18 weeks	>26 weeks	Who Pays?	Parental Leave (in days)	Paternity Leave (in days)	Yes/No	Paid/Unpaid		
AFRICA																
Algeria				✓						▲▲		3▲	N	-		
Angola										▲			N	-		
Benin				✓						▲▲		3	Y	P		
Botswana		✓								▲			Y	P	60 min/day for 6 months	
Burundi		✓								▲	4		Y	P		
Burkina Faso **				✓						▲■		3	Y	P	90 min/day for 15 months	
Cameroon						✓				▲▲	30	3	Y	P	120 min/day for 6 months	
Cape Verde Islands	✓									▲			Y	P		
Central Afr. Rep.				✓						▲▲■		3	Y	P	60 min/day for 15 months	
Chad				✓						▲		10	Y	P		
Comoros				✓						▲		10	Y	P		
Congo					✓					▲		10	Y	P		
Dem Rep Congo				✓						▲		2				
Djibouti				✓						▲▲		10	N	-		
Equatorial Guinea		✓								▲			Y	P	60 min/day	
Erithea	✓									▲						
Ethiopia			✓							▲		5	Y	P		
Gabon				✓						▲▲■		3	Y	P	120 min/day for first 6 months 60 min/day for following 6 months	
Gambia								✓		▲	14▲		N	-		
Ghana		✓								▲▲			Y	P	60 min/day for 12 months	
Guinea				✓						▲▲			Y	P	60 min/day for 15 months	
Guinea-Bissau	✓									▲▲			Y	P		
Ivory Coast				✓						▲▲■		3	Y	P	60 min/day for 15 months	
Kenya		✓								▲▲		14	N	-		
Lesotho		✓								∅			Y	P	60 min/day for 6 months	
Liberia		✓								∅			N	-		
Madagascar				✓						▲▲		10	Y	P	60 min/day for 15 months	
Malawi	✓									▲			Y	P		
Mali ^(C183)				✓						▲▲		3	Y	P		
Mauritania				✓						▲▲			Y	P	60 min/day for 15 months	
Mauritius		✓								▲			Y	P	60 min/day	
Morocco				✓						▲			Y	P		
Mozambique	✓									▲			Y	P		
Namibia		✓								▲			N	-		
Niger				✓						▲▲■			Y	P	60 min/day for 12 months	
Nigeria		✓								▲			Y	U	60 min/day	
Rwanda		✓								▲		4	Y	P		
Sao Tome & Principe	✓									▲▲			Y	P		
Senegal				✓						▲			Y	P	60 min/day for 15 months ^(SIA/MIN)	
Seychelles				✓ ¹						▲▲■		3	Y	P		
Sierra Leone								✓		▲			N	-		

1. Inclusive of 4 weeks, unpaid.
 ** C183 (2000): Ratified in 2013

EXPLANATION: Duration of leave as mandated in the national law may be paid in full or partially paid. Different sectors also provide different length of maternity leave in some countries. The minimum standard for the duration of leave are indicated in this chart. Different ways that breastfeeding breaks are practised in some countries. Breastfeeding breaks at the workplace means: the working mother takes time off from work to breastfeed her baby whom she brings along or expresses her breastmilk or goes home to breastfeed or has flexi-time arrangement.
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