

**TABLE OF THE KEY NATIONAL PROVISIONS ON MATERNITY PROTECTION
IN ILO-MEMBER COUNTRIES WORLDWIDE
(by geographical region)**

Information taken from ILO database
<http://www.ilo.org/dyn/travail/travmain.byCountry2>

1	2	3	4	5	6	7	8	9	10 A B C		
Country	Scope	Maternity leave + Other leaves	Cash benefits % Source of payment	Medical benefits	Health protection	Non-discrimination Dismissal	Job protection	BFBreaks + Facilities	Ratified ILO MP Conv. C3/103/183		
AFRICA									9	4	4
Algeria	Female workers, many exceptions covered (or not) by different laws	Maternity leave: 14 weeks Comp.: 1 weeks before birth Paternity leave: 3 days	Maternity benefits: 100% 14 weeks Paid by Soc. Sec. + employer Paternity benefits: 100% 3 days Paid by employer	Some measures Covered by Soc. Sec.	All women: No night work Pregnant, Breast feeding workers: No radiation, contamination Transfer possible	Non-discrimin./employ. No mention dismissal	No job guarantee	BF breaks: No	√		
Angola	Pregnant workers	Maternity leave: 12 weeks Comp.: 8 weeks	Maternity benefits: 100% 12 weeks Employer reimbursed by Soc. Sec.	Yes, ante-, post-natal, birth Covered by Soc. Sec.	Pregnant workers: No dangerous work Transfer: Employer finds appropriate work	No dismissal During pregnancy to 1 year after birth	Job guarantee 1 year after birth	BF breaks: 2X30 min 12 months Paid			
Benin	All workers	Maternity leave:	Maternity benefits:	Yes Soc. Sec.	All female, pregnantworkers	No dismissal	Job guarantee No explicit	BF breaks: 60 min/day			√

		14 weeks Comp.: 6 weeks before, 8 after	Mandatory regime: 100% 14 weeks Employer 50% Soc. Sec: 50%		: No dangerous work (risk assessment)	uring pregnancy, mat. leave	mention	15 months Paid?			
Botswana	All private & public workers	Maternity leave: 12 weeks Comp.: 6 weeks after	Maternity benefits: 50% at least Employer	No	Night work, overtime, dangerous work: not expressly prohibited	No dismissal during pregnancy and leave	Job guarantee No	BF breaks: 2X30 min 6 months Paid Also non-BF mothers			
Burkina Faso	All pregnant workers, with exceptions	Maternity leave: 14 weeks Comp.: 6 weeks after	Maternity benefits: Pre-natal Allowance: pregnancy + Mat. allowance: 100% 14 weeks Employer & Soc. Sec.	Yes Soc. Sec.	Female workers: No night work, dangerous work Transfer possible when pregnant but no guarantee to return to job	Non-discrimin./employ. No dismissal during pregnancy, leave Burden of proof on employer	Job guarantee No job guarantee	BF Breaks: 90 min/day 14 months Paid BF Facilities: yes	√		√
Burundi	Female workers	Maternity leave: 12 weeks Comp.: 6 weeks after	Maternity benefits: 100% 12 weeks Employer & Soc. Sec.	Yes Soc. Sec.	Pregnant workers: No dangerous work No transfer but dismissal possible with pay	No dismissal during pregnancy, mat. leave	Job guarantee Job guarantee	BF breaks: 60 min/day 6 months Paid			
Cameroon	All female employees with exceptions	Maternity leave: 14 weeks Comp.: 4 weeks before, 6 weeks after Paternity leave:	Maternity benefits: Prenatal allow: lump sum during pregnancy Maternity allow: 100% 14 weeks National Soc.	Yes: Pre-, post-natal + birth costs Soc. Sec.	All female workers: No night work, no dangerous work (risk assessment) Pregnant workers:Transfer If impossible: dismis	No dismissal during pregnancy, mat. leave	Job guarantee No	BF Breaks: 60 min/day 15 months Paid BF Facilities: Enterprises with 50 + employees	√		

		10 days family leave	Insurance Fund Paternity benefits: 100% Employer		sal, no retribution.						
Cape Verde	All private, public employees	Maternity leave: 8+ weeks Paternity leave: in case of incapacity or death of mother	Maternity benefits: 90% 8+ weeks Soc. Sec. & Employer	No mention	Pregnant workers: No night work, overtime, dangerous work Transfer possible	No dismissal during pregnancy	Job guarantee No	BF breaks: 45 min./day 6 months Paid?			
Central African Republic	All private & public employees (formal economy)	Maternity leave: 14 weeks Comp.: 8 weeks after birth?	Maternity benefits: Pre-natal allow: during pregnancy as long as medical examinations + Post-natal allow: 50% During period after brith (total 14 months) Paid by Soc. Sec.	Yes for 14 months Soc. Sec.	All female workers: No night, dangerous work Transfer possible	Non-discrimin./employ.	Job guarantee Yes, after leave	BF Breaks: 60 min/day 15 months Paid BF Facilities: Enterprises >50 female employees	√		
Chad	No mention	Maternity leave: 14 weeks Comp.: 4 weeks before, 6 weeks after	Maternity benefits: Unclear if 100% by Soc. Sec. or 50% by employer 14 weeks	Yes Soc. Sec. or employer	Female workers: no night work, dangerous, unhealthy work	Non-discrimin./employ. No dismissal during pregnancy Burden of proof on employer	Job guarantee Implicit mention	BF breaks: 60 min/day 15 months Paid			

Comoros	All female workers	Maternity leave: 14 weeks Comp.: 8 weeks after	Maternity benefits: 100% 14 weeks Employer; Country is aiming for Soc. Sec.	No mention	Female workers: no night, dangerous work No transfer	Non-discrimin./employ. No dismissal during maternity leave	Job guarantee No explicit mention	BF breaks: 60 min/day 15 months Paid?			
Congo	Every pregnant worker	Maternity leave: 15 weeks Comp.: 15 weeks, 9 after	Maternity benefits: Pre-natal: Whole pregnancy under conditions; 100% Employer 50%, Soc. Sec. 50% Post-natal: 100% during whole leave	Free pre-natal as long as examined during pregnancy Soc. Sec.	Female workers: no night work, dangerous work	No mention	Job guarantee No mention	BF breaks: 60 min/day 15 months Paid?			
Congo, Democratic Republic	Every female worker	Maternity leave: 14 weeks Comp.: 6 weeks before, 8 weeks after	Maternity benefits: 66.6% Plus in-kind payments Paid by employer	No mention	Female workers: No dangerous work Transfer possible; if not, dismissal compensated.	Non-discrimin./employ. No dismissal during maternity leave No pregnancy tests	Job guarantee Implied	BF breaks: 2X30 min. Duration not mentioned Paid			
Côte d'Ivoire	Women in private & public sectors Some fathers	Maternity leave: 14 weeks Comp.: 8 weeks after	Maternity benefits: Pre-natal allow: Flat rate 9 months during pregnancy under condition of 3 medical exams	Yes National Soc. Sec. Fund	Female workers: No dangerous job. Pregnant workers: specific jobs forbidden (benzene) Transferif	Non-discrimin./employ.: No refusal to employ pregnant worker No	Job guarantee Explicit	BF breaks: 60 min/day 15 months Paid?	√		

			Maternity allow: Flat rate 12 months 5 medical exams Daily maternity allow: 100% 14 weeks Maternity indemnity: Flat rate until child is 12 years. All paid by National Soc. Sec. Fund		possible; if not, dismissal with compensation.	dismissal during pregnancy, maternity leave.					
Djibouti	Every pregnant worker	Maternity leave: 14 weeks Comp.: 8 weeks before, 6 weeks after Paternity leave: 3 days	Maternity benefits: 100%, in some cases only 50% 14 weeks Soc. Protection Body (50%) + employer (50%) Paternity benefits: Paid	No mention	No mention	No dismissal during pregnancy, maternity leave. Otherwise, financial compens.	Job guarantee implied	BF breaks: 60 min/day 15 months Paid			
Egypt	<i>Labour Act:</i> covers workers with contract No domestic workers, family members, agriculture <i>Child Act:</i> All state	Maternity leave: <i>Labour Act:</i> 12 weekstwice during service <i>Child Act:</i> 12 weeks three times during service	Maternity benefits: <i>Both laws:</i> 100% 12 weeks Social Insurance (75%) + Employer (25%)	Medical services under conditions Social Insurance	All women: no night work + 29 categories of jobs Pregnant + breast feeding workers: no overtime, shorter workdays, no benzene	Non-discrimin./ employ. No dismissal during pregnancy, maternity leave	Job guarantee No mention	BF Breaks: 2X30 min/day 2 years except in agriculture Paid BF Facilities: if >100 female workers, nurseries on			

	workers, public, private	+ 2 years leave unpaid						site except agriculture			
Equatorial Guinea	All women working under contract	Maternity leave: 12 weeks, 6 before, 6 after Comp.: no mention	Maternity benefits: Allowances: 75% 12 weeks Paid by Soc. Sec. Lump sum for non-eligible workers	Health costs for insured women	No overtime, dangerous work	Non-discrimin./employ. No dismissal during pregnancy, mat. leave	Job guarantee Same job, conditions	BF breaks: 2X30 min. Duration? Paid?		√	
Eritrea	Working women (not clearly determined)	Maternity leave: 8 weeks + Comp.: No	Maternity benefits: No mention of % Duration? Employer	Medical exams covered	Pregnant workers: No overtime, night work No dangerous work Transfer	Non-discrimin./employ. No dismissal during pregnancy, mat. leave	Job guarantee implied	BF breaks: No mention			
Ethiopia	All women workers with exceptions depending on the law applied	Maternity leave: <i>Labour Law:</i> 12 weeks, 4 before, 8 after + leave for medical exams during pregnancy <i>Civil Code:</i> 4 weeks No comp. leave Paternity leave: 5 days unpaid	Maternity benefits: <i>Labour Law:</i> 100% 12 weeks Paid by? <i>Civil Code:</i> 100% 4 weeks Employer, 50% Soc. Sec., 50%?	Yes for insured members Soc. Sec.	All female workers: no dangerous work Pregnant workers: No night work, no overtime, no dangerous work; transfer	No mention	Job guarantee implied if transfer	BF breaks: No mention			

Gabon	<i>Labour Law:</i> Female employees No public employees (other law?)	Maternity leave: 14 weeks, 6 before, 8 after Comp. not specified Family-related leave: 10 days/year	Maternity benefits: Pre-natal allow: 100% National Soc. Sec. Fund Maternity allow: 100% Length of mat. leave after birth National Soc. Sec. Fund	Free medical care during pregnancy and maternity leave National Soc. Sec. Fund	All female workers: No night work, no dangerous work. Transfer If impossible suspension 3 months at 50% pay	Non-discrimin./employ. No dismissal during pregnancy and 15 months after birth without official permission	Job guarantee implied	BF breaks: 2 hrs/day 6 months + 60 min/day 6 months Total: 12 months Paid	√		
Gambia	All female workers with exceptions	Maternity leave: 12 weeks: 6 before, 6 after Comp.: 6 weeks before	Maternity benefits: 100% 12 weeks Employer	Maternity-related health care covered by village funds	No protection concerning night work, overtime, dangerous work though all workers are entitled to safe workplace.	Non-discrimin./employ. No dismissal during pregnancy, mat. leave Burden of proof on employer	Job guarantee Yes	BF breaks: No legal provisions			
Ghana	All workers and employers with exceptions	Maternity leave: 12 weeks + annual leave Comp.: no mention	Maternity benefits: 100% 12 weeks Employer	No mention	All workers: No dangerous work Pregnant workers: No night work, overtime, work far from home (after 4 th month of pregnancy)	No dismissal during pregnancy, mat. leave Burden of proof on employer	Job guarantee implied	BF breaks: 60 min/day 12 months Paid		√	
Guinea	All workers with exceptions in public +	Maternity leave: 14 weeks Comp: 6	Maternity benefits: Pre-natal allow: 100%	Free medical care during	All female workers: No night work, no overtime	Non-discrimin./employ. No	Job guarantee No specific provisions	BF breaks: 60 min/day 15 months Paid?	√		

	private sectors	weeks before, 8 after Prolonged maternity/ Parental leave: 9 months Unpaid	9 months Employer (50%) Soc. Sec. (50%) Daily allow: 100% Post-natal period Employer (50%) Soc. Sec. (50%) Parental benefits: Unpaid	pregnancy, confinement Soc. Sec.	Pregnant workers: Specific dangerous jobs prohibited Temporary transfer	dismissal during pregnancy, maternity, parental leave					
Guinea Bissau	Female workers, with exceptions (domestic servants, etc.)	Maternity leave: 8 weeks (60 days) Comp.: 4 weeks after	Maternity benefits: 100% 8 weeks Unclear who pays: Soc. Sec. or employer or both?	Medical care during pregnancy & after, free of charge Soc. Sec.	All women: no night work Pregnant women: no overtime, dangerous work	Non-discrimin./employ., women No mention of dismissal	Job guarantee No mention	BF breaks: 60 min/day 12 months Paid			
Kenya	All employees with exceptions	Maternity leave: 12 weeks + possible extensions No comp. leave Paternity leave: 2 weeks paid leave	Maternity benefits: 100% 12 weeks Paid by employer Paternity benefits: 100% 2 weeks Paid by employer	Some care during pregnancy and after provided free Covered by Employer and/or Soc. Sec. Fund	All workers: healthy, safety at workplace Pregnant, BF workers: No specific provisions.	Non-discrimin./employ., general protection /maternity Burden of proof on employer if discrimin or unfair dismissal	Job guarantee Same or equivalent job, conditions	BF breaks: No mention			
Lesotho	Female employees in public, private sectors, with exceptions	Maternity leave: 12 weeks Comp.: 6 weeks after	Maternity benefits: Unpaid leave	No special provisions entitling to free medical care No inform. re who	All female workers: no dangerous jobs, list Pregnant workers: No night work 3 months before and after	Non-discrimin./employ., No dismissal during pregnancy, mat. leave,	Job guarantee implied	BF breaks: 60 min/day 6 months Paid			

				pays	birth, no dangerous work (long list)	extension					
Libya	All women with contract Many exceptions (agriculture, pastoral, domestic workers...)	Maternity leave: <i>Employees:</i> 14 weeks Comp.: 4 weeks after birth <i>Self-employed:</i> 12 weeks Comp.: 6 weeks after birth Compassion. leave: 3 days, max. 12 days/year	Maternity benefits: Pre-natal & Birth grants: Fixed sums, under conditions Soc. Sec. Maternity allow: <i>Employees:</i> 50% 14 weeks Employer <i>Self-employed:</i> 100% 12 weeks Soc. Sec.	Medical services during pregnancy and child birth Paid by Soc. Sec.	All female workers: No night work, overtime, dangerous or unhealthy work. Women must accomplish work relating to their "nature"	Non-discrimin./employ., No dismissal during maternity leave or extension	Job guarantee Implicit because prohibited to dismiss worker	BF Breaks: minimum 60 min/day 18 months Paid BF Facilities: employers should join forces to set up facilities if employing women	√	√	
Madagascar	All female workers with contract	Maternity leave: 14 weeks Comp.: 8 weeks after birth Paternity/family-related leave: 10 days for family reasons Paid/unpaid: not clear	Maternity benefits: 100% 14 weeks Employer (50%) Soc. Sec. (50%) Paternity benefits: Paid-unpaid: to be negotiated	Medical care during pregnancy, birth, etc. Employer or Soc. Sec.	Pregnant workers: No dangerous, arduous work. Transfer possibly. If not, job is terminated, with compensation	No dismissal during pregnancy. However pregnant worker/new mother may quit	Job guarantee No mention	BF Breaks: 60 min/day 15 months Paid BF Facilities: Enterprise with >25 female workers			
Malawi	Every female employee	Maternity leave: 8 weeks every 3	Maternity benefits: 100% 8 weeks	No inform.	No information	No dismissal during pregnancy.	Job guarantee without loss of any benefits	BF breaks: No mention			

		years	Employer No loss of seniority, other rights			Burden of proof on employer	(seniority, etc.)				
Mali	Every pregnant woman	Maternity leave: 14 weeks Comp.: 6 weeks before birth Paternity leave: 3 paid days within 15 days of birth	Maternity benefits: 100% 14 weeks National Soc. Sec. Paternity benefits: 100% 3 days Employer, reimbursed by Nat. Soc. Sec.	Free medical care National Soc. Sec.	All female workers: no night work, no dangerous work. Transfer or job terminated	No non- discrimin. measures	Job guarantee No	BF breaks: 60 min/day 15 months Paid			√
Mauritania	Women in private + public sectors with exceptions	Maternity leave: 14 weeks Comp.: 8 weeks after birth	Maternity benefits: Birth grant: Lump sum once child is born, up to 3 rd child Soc. Sec. Fund Pre-natal allow: Working women, have to undergo examinations during pregnancy Soc. Sec. Fund Daily allowance: Be employed + covered by <i>Labour Law</i> 100% 14 weeks Soc. Sec, Fund	< 750 workers: inter- employer medical services Employer> 750 workers: employer sets up health system and pays	All female workers: No night work, overtime, dangerous work (list: strength, immoral, underground work, heavy loads, chemical solutions, pesticides, etc.) Transfer or job terminated with compensation	No dismissal during pregnancy, maternity leave Burden of proof on employer	Job guarantee No	BF breaks: 2X30 min 15 months Paid	√		
Mauritius	Female	Maternity	Maternity	No	Pregnant workers	Non-	Job	BF breaks:			

	workers and domestic servants	leave: 12 weeks Comp.: 6 weeks after Paternity leave: 5 days, paid Part-time work: yes	benefits: Birth grant: Lump sum at birth Allowances: 100% 12 weeks Employer Paternity benefits: 100% Employer	mention of medical services	(7th month), new mothers (10 weeks after birth): No night work, no overtime, list of dangerous jobs, prohibited	discrimin./employ., workers with family respons. No dismissal during maternity leave	guarantee Not explicit	2X30 min 6 months Paid			
Morocco	Pregnant workers with medical certificate unless more favourable labour contract, collective agreement or internal regulations	Maternity leave: 14 weeks Comp.: 7 weeks after Paternity: 3 days, with conditions Extended leave: 1 year Unpaid	Maternity benefits: Insured workers: 66% 14 weeks Paid by Soc. Sec. Paternity benefits: 100% 3 days Employer, reimbursed by Soc. Sec. Extended leave: Unpaid	No mention	No mention	Non-discrimin./employ., No dismissal during pregnancy, maternity leave	Job guarantee Implicit	BF Breaks: 2X30 min/day 12 months after return to work Paid BF Facilities: BF room if 50 workers >16 years Can be used as daycare centre under government authority			√
Mozambique	All female workers	Maternity leave: 8 weeks+ (60 days) Comp.: No Paternity leave: 1 day every 2 years	Maternity benefits: 100% 8 weeks Soc. Sec.	No mention	All female workers: No dangerous work Pregnant workers (from 3rd month): No night work, no overtime	Non-discrimin./employ., No dismissal during pregnancy, maternity leave and for 1 year	Job guarantee for 1 year after birth	BF breaks: 2X30 min 12 months Paid			

						after birth					
Namibia	All female employees	Maternity leave: 12 weeks Comp.: 8 weeks after	Maternity benefits: 100% 12 weeks Employer + Soc. Sec.	Pre-, post-natal medical costs Soc. Sec.	All workers, including men: Employers are responsible for health/safe workplace Pregnant workers: No night work, no overtime	Non-discrimin./employ., No dismissal or family reasons during pregnancy, maternity leave	Job guarantee but dismissal allowed after maternity leave if worker refuses new job equivalent to former one	BF breaks: No mention			
Niger	All women in private + public sectors with exceptions	Maternity leave: 14 weeks Comp.: 8 weeks after birth	Maternity benefits: Employment <6 months: 50% 14 weeks Employer Employment >2 years: 100% 14 weeks Employer	Caesarian section Soc. Sec.	All women, pregnant workers: No dangerous work harmful to reproductive system	No dismissal during maternity leave.	Job guarantee No explicit job guarantee	BF Breaks: 60 min/day 12 months Paid? BF Facilities: >2 5 female workers			
Nigeria	Women working in public, private, agricultural enterprises, many exceptions	Maternity leave: 12 weeks Comp.: 6 weeks after	Maternity benefits: At least 50% 12 weeks Employer	No mention	All women: no night work	No dismissal during maternity leave or extension	Job guarantee No mention	BF breaks: 2X30 min Duration? Paid?			
Rwanda	All working women with exceptions	Maternity leave: 12 weeks Comp.: not clear if 2 weeks	Maternity benefits: 66.6% 12 weeks Employer <i>Non-insured</i>	No mention	Pregnant, breast feeding workers: no dangerous work	Non-discrimin./employ., No dismissal during	Job guarantee Explicit: same job and conditions	BF breaks: 60 min/day 12 months Paid If mother returns			

		before birth are comp. Often worker returns to work after birth so as to not lose job Paternity leave: 4 days	<i>workers:</i> other provisions Paternity benefits: 100% 4 days Employer			pregnancy, maternity leave but de facto women work before end of leave to not lose their job		before end of maternity leave, 2X60 min/day			
Sao Tome & Principe	All working women with exceptions	Maternity leave: 8 weeks+ (60 days) Comp.: 4 weeks after delivery	Maternity benefits: <i>Insured workers:</i> 100% 8 weeks Soc. Sec. <i>Uninsured workers:</i> Employer pays	No mention	Pregnant workers, new mothers: no night work, dangerous work	Non-discrimin./employ., No protection against dismissal	Job guarantee No provisions	BF breaks: 60 min/day 12 months Paid			
Senegal	All female workers (<i>Labour Code</i> and other specific codes)	Maternity leave: 14 weeks Comp.: 8 weeks after delivery	Maternity benefits: Pre-natal allow: Flat rate, For specific women, 4 medical examinations, paid during pregnancy Daily benefits: For working women 100% 14 weeks Maternity allow: Flat rate For specific	No mention	Pregnant women: No dangerous jobs	Non-discrimin./employ., No dismissal during maternity leave	Job guarantee Not explicit	BF breaks: 60 min/day 15 months Paid?			

			women, conditions Paid until child is 2 years All types, paid by Soc. Sec.								
Seychelles	Employed female workers >15 years with exceptions	Maternity leave: 14 weeks Comp.: 12 weeks after birth Paternity leave: 4 days paid, unpaid if longer	Maternity benefits: Monthly flat rate Amount not defined 14 weeks Soc. Sec. Paternity benefits: 100% 4 days Employer	Medical exams not covered by Soc. Sec. (unclear)	All workers: no dangerous work (employer's responsibility) Pregnant (from 6th month) and breastfeeding workers (3 months after birth): no night work, overtime, work on rest days Pregnant/breast feeding workers: No dangerous work,transfer is possible but no guarantee to return to same job	Non- discrimin./ employ., No dismissal during pregnancy, maternity leave	Job guarantee No	BF breaks: No mention			
Somalia	Female workers in private + public sectors with exceptions	Maternity leave: 14 weeks Comp.: 6 weeks after birth	Maternity benefits: 50% 14 weeks Employer	Medical care but not clear if covered by Soc. Sec.	No special protection for pregnant workers concerning night work, overtime. Some dangerous work is prohibited (employer's responsibility)	Non- discrimin./ employ., No dismissal during pregnancy, maternity leave and until child is 1 year	Job guarantee Job cannot be terminated until child is 1 year, but no explicit guarantee of same job as before leave	BF breaks: 2X30 min/day 12 months Paid			
South Africa	All	Maternity	Maternity	No	Pregnant/breast	Non-	Job	BF breaks:			

	employed women in private + public sectors with exceptions	leave: 16 weeks Comp.: 6 weeks after confinement Parental leave: 3 days/year Adoption leave: Yes (no information)	benefits: 60% Up to 17 weeks Unemployment Fund	mention	feeding workers: In case of night work, dangerous work, evaluation requested with possible transfer Right to ante- and post-natal exam/danger at workplace	discrimin./employ., No dismissal during pregnancy, maternity leave Burden of proof on employer	guarantee Not explicit	No mention			
Sudan	Employed women with many exceptions (domestic workers, agricultural workers, etc.)	Maternity leave: 8 weeks Comp.: at least 4 weeks after	Maternity benefits: 100% 8 weeks Employer	Free primary health care	All female workers: No night work, dangerous work, overtime is optional	Non-discrimin./employ., No dismissal during pregnancy, maternity leave	Job guarantee implied	BF breaks: 60 min/day 2 years Only if paid by employer			
Swaziland	All workers with contract, several exceptions	Maternity leave: 12 weeks Comp.: 6 weeks after	Maternity benefits: 100% 2 weeks Employer	No provisions mentioned	All workers: clean, sanitary conditions at workplace All female workers: No night work	Non-discrimin./employ., No dismissal during pregnancy, maternity leave Burden of proof on employer	Job guarantee explicitly provided: same job, same conditions	BF breaks: 60 min/day 3 months Paid			
Tanzania	All employees with some exceptions	Maternity leave: 12 weeks Every 3 years,	Maternity benefits: <i>Employment Act:</i> 100% 12 weeks	Free pre-natal and post-natal health care National	Pregnant workers, new mothers: No night work, no dangerous work.	Non-discrimin./employ., No dismissal	Job guarantee explicit	BF breaks: 2 hours/day Duration? Paid?			

		maximum 4 births Comp.: 6 weeks after birth Paternity leave: 3 days	Employer <i>Nat. Soc. Sec. Act:</i> 100% 12 weeks National Soc. Sec. Fund Paternity benefits: 100% 3 days Employer	Soc. Sec. Fund	If not possible: transfer	during pregnancy, maternity leave Burden of proof on employer					
Togo	<i>Under Labour Code, all workers, special law for public sector</i>	Maternity leave: 14 weeks Comp.: 6 weeks after birth	Maternity benefits: 100% 14 weeks Employer, 50% Soc. Sec., 50%	No provisions for health care	Pregnant workers: No dangerous work	Non-discrimin./employ., No dismissal during pregnancy, maternity leave	Job guarantee explicit	BF breaks: 60 min/day 15 months Paid?			
Tunisia	<i>Labour Code: all women, few exceptions (women in family cics Civil servants: other law</i>	Maternity leave: <i>Labour Code:</i> 4 weeks + 2 weeks illness leave Part-time can be changed to full-time work <i>Civil servants:</i> 8 weeks + 16 weeks optional Paternitylea	Maternity benefits: <i>Labour Code:</i> 66% 4 weeks Soc. Sec. <i>Agriculture:</i> 50% Soc. Sec. <i>Civil servants:</i> 100% (8 weeks) + 50% (16 weeks) Soc. sec. Paternity benefits: 100% 1 day Employer	No mention	All women: no underground, mine work Pregnant, breast feeding workers: no night work, no work where radiations	Non-discrimin./employ., No dismissal during maternity leave and 12 weeks after if ill	Job guarantee implicit	BF Breaks: 2X30 min/day 12 months Paid BF Facilities: Nursing room in firms employing >50 women			

		ve: <i>Priv. sector</i> 1 day <i>Public sector</i> 2 days Part-time: paid 2/3 for 3 years until 16 th birthday	reimbursed by Soc. Sec.								
Uganda	All employees with contract, with exceptions	Maternity leave: 8 weeks Comp.: 4 weeks after birth Paternity leave: 4 days/year paid	Maternity benefits: 100% 8 weeks Employer Paternity benefits: 100% 4 days Employer	No mention of medical benefits	All workers: No dangerous, arduous work	Non-discrimin./employ., No dismissal during pregnancy, maternity leave Burden of proof on employer	Job guarantee explicit: same or similar job	BF breaks: No mention			
Zambia	All employees with contract, with exceptions	Maternity leave: 12 weeks/2 years No comp. leave Paternity leave: Yes, but length not mentioned	Maternity benefits: 100% 12 weeks Employer Paternity benefits: no information	Health services covered by Zambia National Provident Fund	Pregnant, breast feeding workers: No specific health protection at workplace	Non-discrimin./employ., No dismissal related to pregnancy + 6 months after delivery	Job guarantee No	BF breaks: No mention		√	
Zimbabwe	Women in private, public sectors	Maternity leave: 14 weeks No comp. leave	Maternity benefits: 100%/2 years 14 weeks Employer	Free primary health care for low-paid	Pregnant, breast feeding workers: No specific health protection at workplace	Non-discrimin./employ. No mention of	Job guarantee Right to seniority, advancement, etc.	BF breaks: 2X30 min/day 6 months Paid			

		+ possible extension		workers		dismissal	Implicit right to same job				
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AMERICAS									6	7	2
Antigua & Barbuda	Private sector employees, civil servants	Maternity leave: 6-13 weeks No comp. leave	Maternity benefits: Maternity grant: Lump sum At birth Soc. Sec. Maternity allow: 60% Max. 13 weeks Soc. Sec.	No mention	No mention	All workers: No unfair dismissal	Job guarantee No mention	BF Breaks: No mention			
Argentina	All working women, exceptions: agriculture (other law), public workers (other law), domestic workers (no law)	Maternity leave: 13 weeks Comp.: 4 weeks before + 6.5 weeks after Paternity leave: 2 days Adoption leave: for professors, 13 weeks	Maternity benefits: 100% 13 weeks Soc. Sec. Paternity benefits: 100% 2 days Employer	Medical costs covered Social Sec. For women insured or registered in Plan Nacer (poor women)	All women: No prohibition of night work/overtime Dangerous, unhealthy jobs regulated	Non-discrimin./employ.or reproduct. No dismissal during pregnancy, maternity leave for 7.5 months after birth	Job guarantee Ret urn to equivalent job explicit (“excedencia”) but not stated that has to be same job as before	BF Breaks: 2X30 min/day 12 months Paid BF Facilities: if certain number of women working in undertaking, employers shall offer facility	√		
Bahamas	All employed women with contract	12 weeks Comp.: 1 weeks before, 8 weeks after Paternity leave: 1 week/year unpaid	Maternity benefits: Maternity grant: Lump sum Paid by National Insurance Board Maternity allow: 100% 12 weeks National Insurance Board (66.6%) +	No mention	All workers: employers’ responsibility to provide safe, healthy workplace	Non-discrimin./employ. No dismissal during pregnancy, maternity leave	Job guarantee expl icit same conditions, seniority	BF Breaks: No mention		√	

			Employer (33.3%) Every 3 years								
Barbados	All working women except women working at home for wages	Maternity leave: 12 weeks Max. 3 times with same employer Comp.: 6 before + 6 after	Maternity benefits: Maternity grant: Lump sum For those not entitled to allowances National Insurance System Maternity allow: 100% 12 weeks National Insurance System	No mention	All female workers: list of specific unhealthy/dangerous jobs forbidden to them	No dismissal during pregnancy, maternity leave	Job guarantee explicitly mentioned, same job, same salary	BF Breaks: No mention			
Belize	Every women working in private, public, commercial, industrial, agricultural undertaking Fathers in specific cases	Maternity leave: 14 weeks Comp.: 2 weeks before, 7 weeks after	Maternity benefits: Maternity grant: Lump sum Soc. Sec. Maternity allow: Insured workers: 100% 14 weeks Soc. Sec. Maternity allow: For workers not filling conditions above: 100% 14 weeks Employer	No mention of who covers costs, but specified the employer does not pay for pregnancy, birth	All female workers, with exceptions: no night work	No dismissal during pregnancy, maternity leave Burden of proof on employer	Job guarantee No mentioned	BF Breaks: No mention			√
Bolivia	Women in private, public sectors, domestic	Maternity leave: Normal: 12 weeks Comp.: 4	Maternity benefits: 100% of national minimum wage +	<i>For mothers:</i> all medical costs during	All female workers: No night work, no week hours > 40 hours, no	Non-discrimin./employ. No dismissal	Job guarantee Job guarantee for mother and father until	BF Breaks: 60 min./day 12 months Paid? BF Facilities:			√

	work; workers not covered in agriculture	weeks before birth, 8 after Domestic workers: 13 weeks Comp.: 6.5 weeks before and after	75% of difference between min. wage and worker's real wage 12-13 weeks Soc. Sec. System	pregnancy and until child is 6 months; <i>For children <5 years:</i> National Health Insurances	dangerous, immoral, work Pregnant, breast feeding workers: if unhealthy conditions, transfer is possible	during pregnancy and until child is 1 year for mother + father	child is 1 year Same job, same salary	Recommend that employers' set up a nursery for children or room for mothers			
Brazil	All women, even if not working for salary	Maternity leave: 17 weeks or 23 weeks (optional for private ones) Comp.: no mention Paternity leave: 5 days Adoption leave: All female adopters: 17 weeks	Maternity benefits: 100% 17 or 23 weeks (optional for private sector) Employer, reimbursed by Soc. Sec. The extra 5 weeks paid by employer, are tax-deductible Paternity benefits: 100% 5 days Employer Adoption benefits: Same as maternity above.	No mention	Pregnant, breast feeding workers: No job posing risk to health, otherwise transfer is possible	Non-discrimin./employ. No dismissal during pregnancy, maternity leave, 5 months after delivery No pregnancy tests or exams	Job guarantee after leave, same job	BF Breaks: 2X30 min/day 6 months or more Paid? BF Facilities: If >30 female workers >age 16, employer to set up nursery or to pay nursery care in other location		√	
Canada	<i>Federal:</i> all women employed in federal institutions <i>Provincial:</i>	Maternity leave: <i>Federal:</i> 17 weeks <i>Ontario:</i> 17 weeks	Maternity benefits: <i>Federal:</i> 55%, right to continue working 15 weeks	<i>Federal:</i> No specific mention <i>Quebec:</i> All medical services	<i>Federal:</i> All workers: Risk assessment is necessary Pregnant, breast feeding workers+	Non-discrimin./employ. Dismissal: <i>Federal:</i> no dismissal	Job guarantee <i>Federal:</i> same job and conditions after leave, or similar ones	BF Breaks: No provisions			

	varies <i>Ontario:</i> pregnant women working in Ontario, with exceptions <i>Quebec:</i> working women, with exceptions	<i>Quebec:</i> 18 weeks Comp.: <i>Ontario:</i> 6 weeks after Paternity leave: <i>Ontario:</i> 10 days emergency leave (>50 employees) <i>Quebec:</i> 5 days (2 paid) Parental/adoption leave (after mat. leave): <i>Federal:</i> 37 weeks For either parent Unpaid <i>Ontario:</i> 35 weeks or 37 weeks (if no mat. leave) Unpaid <i>Quebec:</i> 52 weeks For either parent Unpaid	Employment Insurance <i>Ontario:</i> ? <i>Quebec:</i> ? Paternity benefits: <i>Quebec:</i> 100% 2 days Employer Parental/adopt. benefits: <i>Federal:</i> Unpaid <i>Ontario:</i> Unpaid <i>Quebec:</i> Unpaid	Soc. Sec.	workers for 2 years: transfer possible, right to reinstatement or unpaid leave Pregnant workers:Quebec: right to be transferred and/or take unpaid maternity leave in case of risk during pregnancy. Payment insured by Occupational Health + Safety. Reinstatement with all benefits	during pregnancy, maternity leave <i>Ontario:</i> no dismissal during maternity leave <i>Quebec:</i> no dismissal during pregnancy	<i>Ontario:</i> same job and conditions, or similar post and conditions <i>Quebec:</i> same post and conditions, or similar				
Chile	All working women in all sectors,	Maternity leave: 18 weeks	Maternity benefits: 100% (up to a	All medical costs related to	Pregnant workers: No night work, no	Non-discrimin./employ.	Job guarantee No mention	BF Breaks: 60 min/day or shorter		√	

	including women in welfare (except informal economy?)	<p>Comp.: 6 weeks before, 12 weeks after</p> <p>Paternity leave: 5 days</p> <p>Parental leave: For mothers or fathers: 12 weeks full time, after maternity leave Or 18 weeks, after maternity leave, 50% working time</p> <p>Adoption leave: 12 weeks Father or mother + parental leave</p>	<p>ceiling) 18 weeks Soc. Sec.</p> <p>Paternity benefits: 100% 5 days Soc. Sec.</p> <p>Parental benefits: 12 weeks: 100% 18 weeks: 50% salary, 50% paid Soc. Sec.</p> <p>Adoption benefits: as maternity + parental benefits</p>	pregnancy, birth, post-natal (6 months after birth) National Insurance Fund	overtime, no dangerous work, transfer if necessary	No dismissal during pregnancy, maternity leave + for 1 year after maternity leave <i>Exception:</i> domestic workers	workday 24 months Paid BF Facilities: Enterprise >20 female employees, nursing room for children under 2 years Employer bears costs				
Colombia	Private, public sectors	<p>Maternity leave: 14 weeks</p> <p>Comp.: 1 weeks before confinement</p> <p>Paternity leave:</p>	<p>Maternity benefits: 100% 14 weeks Soc. Sec.</p> <p>Paternity benefits: 100% 8 days</p>	All necessary health services (pregnancy birth and after) Soc. Sec.	All workers: safety at workplace All female workers: no night work Pregnant workers: no night shift	Non-discrimin./employ. No dismissal pregnant or breast feeding workers	Job guarantee after leave but not explicitly stated that same job	<p>BF Breaks: 2X30 min/day + rest periods 6 months Paid</p> <p>BF Facilities: a nursing</p>	√		

		8 days Adoption leave: 14 weeks for mothers of child <7 years	Soc. Sec.			No pregnancy tests		room to be set up by all employers			
Costa Rica	All working women in the public and private sectors	Maternity leave: 16 weeks Comp.: 1 month before, 3 after Adoption leave: 3 months once child is in home Leave for palliative care (up to 6 months)	Maternity benefits: 100% 14 weeks Soc. Sec., 50% Employer, 50% (this is unclear)	Free pre-natal and post-natal care for teen mothers (+ others?) Free food	All female workers: No night work, dangerous work Pregnant, breast feeding workers: no work with agrochemicals	Non-discrimin./employ. No dismissal of pregnant, breast feeding workers with exceptions	Job guarantee to return to same or similar job	BF Breaks: 2X30 min/day Duration? Paid BF Facilities: Enterprise >30 female workers must set up nursery Special protection for teen breast feeding mothers			
Cuba	All women workers in Cuba	Maternity leave: 18 weeks + 1 day/month pediatric clinic for 1 year Comp: 6 weeks before birth Parental leave: After	Maternity benefits: 100% (with a minimum) 18 weeks Soc. Sec. If conditions not met, leave is unpaid Parental benefits: 60% Until child is 1 year Soc. Sec.	Free medical treatment during pregnancy (and later?)	Pregnant workers and mothers of children <1 year: No night work, no overtime Women of child-bearing age, pregnant workers: No dangerous work Transfer possible if necessary	Non-discrimin./employ. No dismissal during pregnancy, maternity leave	Job guarantee for mother and father after maternity, parental leave, paid or unpaid	BF Breaks: 60 min/day Or shorter workday 12 months Paid	√		√

		maternity leave, mother or father, paid or unpaid leave until child is 1 year Adoption leave: Same as maternity	If conditions not met, unpaid leave								
Dominica	Every female worker who has been employed 12 months	Maternity leave: 12 weeks Comp.: 3 weeks before, 6 after birth	Maternity benefits: Maternity grant: Lump sum Soc. Sec. Maternity allow: 100% 12 weeks Soc. Sec.	Soc. Sec. covers costs of medical services	No mention	Non-discrimin., dismissal: no mention	Job guarantee No mention	BF Breaks: No mention			
Dominican Republic	All women working in private, public sectors	Maternity leave: 12 weeks Comp.: 6 weeks before, 6 weeks after Paternity leave: 2 days	Maternity benefits: 100% 12 weeks Soc. Sec. 50% Employer 50% Paternity benefits: 100% 2 days Employer	Insured women, all medical costs covered Soc. Sec.	Pregnant workers: no dangerous work. Transfer is possible; if not, unpaid leave	Non-discrimin./employ. No dismissal of pregnant workers or mothers of child < 6 months	Job guarantee No mention	BF Breaks: 3X20 min/day 12 months Paid			
Ecuador	Women working in private, public sectors	Maternity leave: 12 weeks Comp.: 2 weeks before, 10	Maternity benefits: 100% 12 weeks Soc. Sec. 75% Employer 25%	Free medical health care during pre-natal, post-natal	Female and young workers: No heavy, dangerous, unhealthy work	Non-discrimin./employ. No dismissal during	Job guarantee Not explicit, but employee cannot be replaced	BF Breaks: <i>Public sector:</i> 2 hours/day 12 months Paid		√	

		weeks after Paternity leave: 10 days Paid Parental leave: 25 days if illness of child Adoption leave: 15 days	Paternity benefits: 100% 10 days Mixed system Adoption benefits: 100% 15 days Mixed system	periods Soc. Sec.		pregnancy, mat. leave	definitively during maternity leave	<i>Private sector:</i> 2 hours/day 9 months Paid BF Facilities: If no facility in firm, mother works 6 hours/day until child is 9 months In firms >50 female workers, nursery to be set up			
El Salvador	All female workers with exceptions	Maternity leave: 12 weeks Comp.: 6 weeks after birth Paternity leave: emergency leave, no fixed length	Maternity benefits: 100% 12 weeks Employer 75% Soc. Sec. 25% Paternity benefits: 100% 2 days/month 12 months Employer	Insured workers entitled to pre and postnatal care Covered by Soc. Sec.	Pregnant workers after 4th month: no physical, arduous work	Non-discrim./employ. No dismissal during pregnancy and maternity leave No pregnancy tests	Job guarantee is constitutional right	BF Breaks: 60 min./day Duration? Paid BF Facilities: Special rooms for child care to be set up in workplaces			
Grenada	Every employed pregnant woman, with some exceptions	Maternity leave: 12 weeks Comp.: no mention	Maternity benefits: Maternity grant: Lump sum Maternity allow: Insured persons 100% for 8 weeks	No mention	No mention	Non-discrim./employ. No dismissal during pregnancy	Job guarantee explicit	BF Breaks: No mention			

			Soc. Sec. 60% + Employer 40% + 60% 4 weeks Soc. Sec.			Burden of proof on employer					
Guatemala	Women in private, public sectors	Maternity leave: 12 weeks Comp.: not explicit but leave 4 weeks before 8 weeks after birth Paternity leave: 2 days Adoption leave: 8 weeks after receiving child (<1 year)	Maternity benefits: <i>Insured persons:</i> 100% or less 12 weeks Soc. Sec. 66% or less (relative to % of her contributions) + Employer 33% <i>Uninsured:</i> 100% 12 weeks Employer Paternity benefits: 100% 2 days Employer	All pre- and post-natal costs Soc. Sec.	All workers: employers responsible for non-dangerous, healthy work All female and young workers: work adequate to their age, strength, etc. Pregnant workers: if cease work during pregnancy because of illness, right to benefits	Non-discrimin./employ. No dismissal during pregnancy, maternity leave, period of nursing Burden of proof on employer	Job guarantee Not explicit, but cannot dismiss a nursing worker	BF Breaks: 2X30 min/day 10 months Paid BF Facilities: <i>All employers:</i> room in firm to nurse child <i>Firms >30 female employees:</i> nursery for children under 3 years		√	
Guyana	Every employed female worker	Maternity leave: 13 weeks Comp.: not explicit but 6 weeks before, 7 weeks after birth	Maternity benefits: Maternity grant: Lump sum for insured person or wife of insured man Maternity allow: 70% 13 weeks Social Insurance	Health care Social Insurance	No mention	Non-discrimin./employ. No dismissal during pregnancy Burden of proof on employer	Job guarantee implicit as maternity leave is not considered interruption of work	BF Breaks: No mention			
Haiti	Every	Maternity	Maternity	No	Pregnant	Non-	Job	BF			

	pregnant worker under certain conditions	leave: 12 weeks Comp: 4 weeks before, 6 after	benefits: 100% 12 weeks Office of Workers' Compensation Insurance (for insured persons)	mention	workers: 2X30 min rest/day No dangerous work; if transfer not possible, leave without pay	discrimin./employ. No dismissal during pregnancy implied	guarantee implicit	Breaks: No mention			
Honduras	All workers, with exceptions (agriculture)	Maternity leave: 12 weeks Comp.: 10 weeks: 4 before, 6 after birth	Maternity benefits: <i>Insured persons:</i> 100% 12 weeks Soc. Sec 66.6% Employer 33.3% <i>Uninsured persons:</i> 100% Employer	Pre- and post-natal care covered + special allowance for baby milk/food for children of mothers who cannot breastfeed Soc. Sec. + Employer	Pregnant workers: Night work only 5 hours/night, no arduous work	Non-discrimin./employ. No dismissal of pregnant, breast feeding worker (for 3 months after return to work). If dismissal, compens.	Job guarantee not explicit but no dismissal for 3 months after return to work	BF Breaks: 2X30 min/day 6 months Paid BF Facilities: Firms employing >20 women must set up crèches for children <3 years			
Jamaica	All female employees working with verbal, written, express or implied, contract, also apprentices, domestic workers	Maternity leave: 12 weeks Comp.: no mention of Part-time work if ill	Maternity benefits: <i>For 3 pregnancies:</i> 100% 8 weeks Employer <i>Domestic workers (insured):</i> Paid by Soc. Sec.	No mention	No mention	Non-discrimin./employ. No dismissal: a guilty employer shall pay fine and go to prison	Job guarantee explicit: same job, same conditions	BF Breaks: No mention			
Mexico	All workers in private,	Maternity leave:	Maternity benefits:	Health care	Pregnant, breast feeding workers:	Non-discrimin./	Job guarantee Same	BF Breaks: 2X30			

	public sectors, domestic, craft, employees, etc.	12 weeks Comp.: 6 weeks before, 6 weeks after birth Paternity leave: In some collective agreements	100% 12 weeks Soc. Sec. If extension due to illness, Employer pays 60% during this period	Soc. Sec.	No night work, no overtime, dangerous, arduous work: precisions listed	employ. No provisions regarding dismissal of pregnant workers during mat. leave	e job guaranteed if worker returns within 1 year to her employment	min/day Duration: while nursing Paid? BF Facilities: Seat, chairs to be provided to breast feeding mothers Premises must be hygienic			
Nicaragua	Employed women in private, public sectors	Maternity leave: 12 weeks Comp.: 4 before, 8 after birth	Maternity benefits: 100% 12 weeks <i>Insured person:</i> Soc. Sec. 60% Employer 40% <i>Uninsured person:</i> 100% Employer	Pre- and postatal medical services Paid by Public health insurance	Pregnant workers: no night work, no dangerous work. If not possible, transfer and right to return to her previous job afterwards	Non-discrimin./employ. No dismissal during pregnancy, maternity leave No pregnancy tests	Job guarantee Not explicit but a women on maternity leave cannot be dismissed	BF Breaks: 15 min/ 3 hours Duration? Paid BF Facilities: <i>All firms:</i> area with chairs for breast feeding workers <i>Firms >30 female employees:</i> specific room for nursing	√		
Panama	Female workers in Panama with exceptions	Maternity leave: 14 weeks Comp.: 6 weeks	Maternity benefits: <i>Insured persons:</i> 100% 14 weeks	Female workers entitled to medical services	All female workers and minors: No dangerous work Pregnant	Non-discrimin./employ. No dismissal	Job guarantee no dismissal for 1 year after return from	BF Breaks: 15 min/3 hours or 2X30 min/day	√		

		before, 8 after birth Adoption leave: <i>Mother:</i> 4 weeks <i>Father:</i> 2 weeks out of annual leave	Soc. Sec. + Employer <i>Uninsured:</i> 100% 14 weeks Employer Adoption benefits: 100% 4 weeks Soc. Sec.	related to pregnancy, birth, post-natal Soc. Sec.	workers: No night work, no overtime, transfer in case of dangerous work	during pregnancy, maternity leave and 1 year after return to work Burden of proof on employer No pregnancy tests	maternity leave	Duration? Paid BF Facilities: <i>All employers:</i> seating facilities for nursing mothers <i>Firms >20 female workers:</i> nursery to breastfeed			
Paraguay	Female workers with exceptions	Maternity leave: 12 weeks Comp.: 6 weeks after birth Paternity leave: 3 days	Maternity benefits: 50% 9 weeks Soc. Sec. Paternity benefits: 3 days 100% Employer	Pre-, post-natal care, medication Soc. Sec.	Pregnant, breast feeding workers: no night work, overtime, dangerous work if danger for mother or child. Transfer is possible	Non-discrimin./employ. No dismissal during pregnancy, maternity leave and breast feeding	Job guarantee implicit	BF Breaks: 2X30 min/day Duration? Paid BF Facilities: Firms >50 female workers: crèches for children <2 years			
Peru	Pregnant workers in all areas of work	Maternity leave: 13 weeks Comp.: 6.5 after birth Adoption leave: 4 weeks For mothers	Maternity benefits: 100% 13 weeks Soc. Sec.	Free pre-natal, post-natal for mothers and babies Soc. Sec.	Pregnant workers: no dangerous work, transfer is possible	Non-discrimin./employ. No dismissal during pregnancy or 90 days (13 weeks) after delivery	Job guarantee not mentioned but no dismissal for 13 weeks after birth	BF Breaks: 60 min/day (2X60 min for multiple births) 12 months Paid			
St Kitts	No	Maternity	Maternity	No	No mention	No	Job	BF			

&Nevis	specification	leave: 13 weeks Comp.: 2 weeks before, 6 after birth	benefits: Maternity grant: <i>Insured persons:</i> Lump sum Soc. Sec. Maternity allow: <i>Insured persons:</i> 65% 13 weeks Soc. Sec.	mention		mention	guarantee No mention	Breaks: No mention			
St. Lucia	All employees and workers, including domestic workers and home workers	Maternity leave: <i>If fulfills conditions:</i> 13 weeks Paid <i>If does not fulfill conditions:</i> 6 weeks Unpaid Comp.: at least 6 weeks before and 6 weeks after except if chooses to return to work before Paternity leave: for serious family responsibility	Maternity benefits: <i>If fulfills conditions:</i> 65% 13 weeks Soc. Sec. <i>If does not fulfill conditions:</i> 6 weeks Unpaid leave With guarantee to return to her former job	No mention	Pregnant workers: No dangerous work, possibility of transfer + guarantee to return to former post	No protection measures against discrimin., dismissal	Job guarantee No explicit job guarantee, but assumed that return to previous job is accepted if woman fulfills criteria for paid leave since she is guaranteed her job if she does not fill the criteria	BF Breaks: No mention			
St Vincent & the	No information	Maternity leave:	Maternity benefits:	No mention	No mention	No protection	Job guarantee No	BF Breaks: No			

Grenadines		13 weeks	65% 13 weeks Soc. Sec.			measures against discrimin., dismissal	mention	mention			
Trinidad & Tobago	All female employees, workers, domestic workers, agriculture, etc. with contract	Maternity leave: 13 weeks No comp. leave	Maternity benefits: Maternity grant: Lump sum Special maternity grant: Lump sum Maternity allow: 4 weeks 100% Soc. Sec. + 8 weeks Employer 50% + Soc. Sec. (sum not mentioned)	No mention of medical services covered Time off with pay is accorded for medical exams during pregnancy	No mention	Vague non-discrimin. measures If dismissal during pregnancy, it can be reported to trade unions and relevant Minister	Job guarantee explicitly: same job, same conditions, right to seniority, etc.	BF Breaks: No mention			
United States of America	<i>Federal:</i> Private sector, with exceptions <i>States:</i> Each State differs from the others Including more or less categories of workers	Maternity/ Parental/ Adoption leaves: <i>Federal:</i> 12 weeks Unpaid leave 26 weeks for Armed Forces Taken in one or several blocks Before child is 1 year <i>States:</i> Leave varies	Maternity benefits: <i>Federal:</i> Unpaid leave <i>States:</i> Payment allowed depending on State	Pregnancy, birth, post-natal medical services exist, individual and/or employers voluntarily join health systems Expenses covered for insured persons	All workers: in general no particular protection for pregnant workers: employer responsible for healthy, non-dangerous work place Long list of dangerous elements to be avoided Pregnant workers: Transfer possible; they are	Non-discrimin./ employ. No dismissal of pregnant worker	Job guarantee explicitly: same job, same conditions, or similar Except in "key" positions where job may not be kept on hold	BF Breaks: 60 min/day 12 months Unpaid BF Facilities: Private room to express milk <i>If firm <50 employees</i> this is not compulsory Some States have stronger legislation			

		in length in different States			considered temporarily disabled						
Uruguay	Employed women in private, public sectors, domestic workers, unemployed workers	<p>Maternity leave: <i>Private:</i> 12 weeks, extension possible Comp.: 6 weeks before, 6 after <i>Civil servants:</i> 13 weeks Comp.: 1 week before, 12 after Paternity leave: <i>Private:</i> 3 days <i>Civil servants:</i> 10 days Adoption leave: 6 weeks</p>	<p>Maternity benefits: 100% 12 weeks + 70% during extension Soc. Sec. Paternity benefits: 100% 3 days Employer</p>	Medical costs during pregnancy and post-natal period free Covered by Soc. Sec.	Pregnant, breast feeding workers: no dangerous work (list), otherwise transfer or special leave (paid 50%) and guaranteed right to return to previous job	Non-discrimin./employ. No dismissal during pregnancy. Employer is fined	Job guarantee explicit: same position, same conditions	BF Breaks: 2X30 min/day Duration? Paid		√	
Venezuela	Workers in private, public sectors, domestic workers, concierges	<p>Maternity leave: 18 weeks Comp.: at least 12 weeks 12 after birth Paternity</p>	<p>Maternity benefits: 100% 18 weeks Soc. Sec. Paternity benefits: 100%</p>	Free services during pre-post-natal periods Soc. Sec.	All workers: employer to prevent dangerous, unhealthy job situations Pregnant workers: women	Non-discrimin./employ. No dismissal during pregnancy, maternity	Job guarantee 1 year after child is born, but not specified if same job and conditions as	BF Breaks: 2X30 min/day or 2X60 min/day if no nursery in firm Duration?		√	

		<p>leave: 14 days</p> <p>Adoption leave: Child under 3 years <i>Woman:</i> 10 weeks <i>Man:</i> 2 weekys</p>	<p>14 days Payment by Soc. Sec. or employer?</p> <p>Adoption benefits: same as maternity/ paternity benefits</p>		<p>not to be submitted to dangerous jobs, or transfer is possible though not recommended as she may lose her salary, etc.</p>	<p>leave and 1 year after birth of child for mothers, fathers, adoptive parents Pregnancy tests are forbidden (except if worker requests one)</p>	before	<p>Paid BF Facilities: Firms employing >20 female workers must set up nursery for children >5 years Mothers earning >5X minimum wage/month cannot use the facilities</p>			
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ARAB WORLD									0	0	0
Algeria (AFRICA)											
Bahrain	All workers with employment contract Public, private, etc. Long list of exclusions	Maternity leave: 6 weeks paid + 2 weeks unpaid = 8 weeks No comp. leave	Maternity benefits: 100% 6 weeks Soc. Sec + 2 weeks unpaid	No mention	Pregnant workers: no dangerous, unhealthy work for the child	Non-discrimin./employ. No dismissal during pregnancy, birth	Job guarantee No	BF Breaks: 2X30 min/day 2 years Paid Proof: medical cert. every 6 months			
Egypt (AFRICA)				I							
Iraq	Every woman worker in private, mixed & co-operative sectors. Many exceptions	Maternity leave: <i>All women:</i> 8 weeks (paid) or up to 9 months if ill-health (unpaid) No comp. leave <i>Socialist party:</i> 12 months (6 paid, 6 unpaid) + leave for sick child	Maternity benefits: 100% 8 weeks/6 months Employer (until 2004, paid by Soc. Sec.)	No mention	All women: no arduous or unhealthy work Pregnant workers: No overtime unhealthy work	No mention of non-discrimin. measures No dismissal mentioned only for women in trade unions, but allowed if other workers accept it	Job guarantee No mention	BF Breaks: 60 min./day Duration? Paid			
Jordan	<i>Labour Law:</i> Every working woman, many	Maternity leave: 10 weeks + 1 year	Maternity benefits: <i>Insured workers: (no self-employed or public sector)</i>	No mention	All women: list of jobs prohibited Pregnant workers: no radiation, oil,	No mention of non-discrimin. measures N	Job guarantee explicit	BF Breaks: 60 min/day 12 months Paid BF			

	exceptions <i>Social Security Law:</i> All working women, many exceptions	unpaid leave if firm employs at least 10 people Comp.: 6 weeks after birth Extended leave: 1 year after mat. leave	100% Four times in life + conditions Soc. Sec. (Maternity insurance) Extended leave benefits: Unpaid		genetic, paint, chemicals	o dismissal during pregnancy, maternity leave		Facilities: on site if 10 children <4 years + >20 women employed			
Kuwait	Pregnant women with exceptions	Maternity leave: 10 weeks paid + 16 weeks unpaid Extended leave: 16 weeks unpaid	Maternity benefits: 100% 10 weeks Employer	No mention	All women: no dangerous or unhealthy jobs	No non-discrimin. measures No mention of protection against dismissal	Job guarantee No mention	BF Breaks: 2 hrs/day Duration? Paid? BF Facilities: for children <4 yrs if >50 female workers or >200 workers male, female			
Lebanon	<i>Labour Code:</i> all female salaried employees Many exceptions <i>Social Security Act:</i> several exceptions	Maternity leave: <i>Labour Code:</i> 7 weeks <i>Social Security Act:</i> 10 weeks	Maternity benefits: <i>Labour Code:</i> 100% 7 weeks Mixed payment: Employer + Soc. Sec. <i>Social Security Act:</i> 66% Mixed payment: Employer + Soc. Sec.	No mention	Pregnant + breast feeding workers: no benzene	<i>Labour Code:</i> Non-discrimin./employ. No dismissal during pregnancy, maternity leave	Job guarantee No mention	BF Breaks: No mention			

Libya (AFRICA)											
Morocco (AFRICA)											
Oman	No information	Maternity leave: 7 weeks	Maternity benefits: No information	No inform.	No information	No inform.	No information	No information			
Qatar	All female workers with exceptions:	Maternity leave: 7 weeks Comp.: 5 weeks after birth	Maternity benefits: 100% 7 weeks Employer	No mention	All women: no dangerous, unhealthy immoral jobs	No non-discrimin. measures No dismissal during maternity leave	Job guarantee No mention	BF Breaks: 60 min/day 12 months Paid			
Saudi Arabia	Every female worker, with exceptions	Maternity leave: 10 weeks Comp.: 6 weeks after	Maternity benefits: 50% if <1 year employment 100% if >3 years employment 10 weeks Employer Worker loses all if takes another job during leave	Medical care during pregnancy, delivery Covered by employer	All women: work in all jobs suitable to their nature; but no hazardous, unhealthy jobs Minister determines list	No non-discrimin. measures No dismissal during mat. leave or 180 days if illness	Job guarantee Not explicit	BF Breaks: 60 min/day Duration? Paid BF Facilities: Babysitters if >50 female workers + >10 children under 6 years Nursery if >100 female workers			
Syrian Arab Republic	<i>Labour Act:</i> private sector + foreigncies Several exceptions Other specific	Maternity leave: 17 weeks for 1 st child, 14 weeks for 2 nd child 10 weeks for 3 rd child	Maternity benefits: 100% Length of maternity leave Employer Paternity benefits:	No mention	All women: no night work, mines, heat, explosives, lead, concrete, slaughter houses, heavy objects. Pregnant,	Non-discrimin./employ. No dismissal during maternity leave	Job guarantee Guarantee same job after 1 year leave except if taken during pregnancy because of	BF Breaks: 2X30 min/day 24 months Paid BF Facilities: Babysitters on site if 10			

	codes for agriculture, civil servants Several exceptions	No comp. leave Paternity leave: emergency leave, deducted from annual leave For State employees Parental leave: 4 weeks Unpaid If firm employs >15 workers, 1 year leave, three times in lifetime	Paid from annual leave, same rates Employer Parental benefits: Unpaid		breastfeeding workers: no special mention		illness	children <5 years + >20 married female workers Day care centre on site if >100 female workers			
Tunisia (AFRICA)											
United Arab Emirates	<i>Labour Law</i> , same scope with numerous exemptions	Maternity leave: 6 weeks+ No comp. leave If <i>Illness:</i> + 14 weeks Unpaid	Maternity benefits: <i>If has worked 1 year for same employer:</i> 100% 6 weeks Employer <i>If has not:</i> 50% 6 weeks Employer	No mention	All women: no night work with exceptions, no dangerous, strenuous, immoral or unhealthy jobs Pregnant, breastfeeding workers: no special protection	Non-discrimin./employ. In case of arbitrary dismissal all workers entitled to complaint process; worker may get compensation. but is	Job guarantee No j	BF Breaks: 2X30 min/day 18 months Paid			

						not reinstated No dismissal of workers unfit for work: ie: maternity					
Yemen	All workers Long list of exceptions (agriculture, pastoral, domestic servants....)	Maternity leave: 8 weeks (60 days) + <i>Illness/twins</i> 3 weeks No comp. leave Part-time: 5 hours/day from 6 th month pregnancy to end 6 th month after birth	Maternity benefits: 100% 8weeks Employer	Health insurance for public-sector employees only	All workers: employers to provide safe working environment All women: No night work with exceptions No dangerous, hazardous, arduous or harmful to their health or social standing Pregnant, breast feeding workers: No overtime from 6 th month pregnancy - to 6 months after end of maternity leave	Non-discrimin./employ. No mention of dismissal	Job guarantee Not explicit	BF Breaks: No explicit mention of BF breaks: Workday of 5 hours from 6 th months pregnancy till child is 6 months (tobreast feed) Paid?			

ASIA									0	3	0
Afghanistan	All female workers, private, public	Maternity leave: 12 weeks (30 days before, 60 after) No comp. leave	Maternity benefits: 100% 12 weeks Employer	Medical care during pregnancy, child birth Soc. Sec.	All women: No night work, overtime, arduous work, underground work Pregnant, breast feeding: Right to above work with consent, lighter work (transfer)	Non-discrimin./employ. No explicit right to dismissal during prgnancy	Job guarantee No guarantee after leave	BF Breaks: 30 min/3 hours Duration? Paid BF Facilities: Enterprise has duty to provide nurseries on-site			
Australia	Very general information: all employees of all regions of Australia, with exceptions; some categories covered by other laws	Maternity leave: Unpaid parental leave: 52 weeks unpaid leave for either parent, can be taken by both 3 weeks close to birth No comp. leave Possibility of extension for further 12 months. Special unpaid maternity leave: For mothers, if ill during pregnancy	Maternity/ Parental/ Adoption benefits: Normal: unpaid leave but tax rebates, bonuses But exceptions: <i>Federal employees:</i> 100% 12 weeks Paid by Govt Paid parental Act 18 weeks Min. wage Paid by Govt	To cover medical expenses, several possibil: bonuses, tax rebates, allow. covering health care, medication Soc. Sec.	Pregnant worker: can be transferred to safe job if her job is dangerous; or take leave if none exists during pregnancy	Non-discrimin./employ. : anti-discrim. Masures, but not specific to pregnant, breast feeding employees No discrim. in dismissal	Job guarantee upon returning from maternity leave: same or near-to-same job + conditions	BF Breaks: No mention			

		<p>Paid no-safe job leave: Pregnant women, if dangerous job and no possible transfer</p> <p>Adoption leave: 12 months + extra 12 months Same as unpaid parental leave for natural parents or</p> <p>Unpaid pre-adoption leave: 2 days</p> <p>Part-time: agreement possible</p>									
Bangladesh	All pregnant workers, 16 categories excepted (agriculture, domestic servants)	<p>Maternity leave: 16 weeks</p> <p>Comp: 8 weeks after birth</p>	<p>Maternity benefits: 100% 16 weeks Employer Only for first two children; after unpaid leave</p>	No medical benefits	<p>All women: no night work, arduous work</p> <p>Pregnant, breast feeding (10 weeks after birth):no night work, arduous work, except tea plantation workers</p>	<p>Non-discrimin./employ. If dismissal during pre-natal or post-natal leave, worker entitled to leave</p>	<p>Job guarantee No mention</p>	<p>BF Breaks: No mention</p> <p>BF Facilities: <i>Firm >40 female workers:</i> room for children under 6 years, with chair for</p>			

						benefits		mothers to nurse child			
Brunei Darussalam	Female workers with probable exception domestics + immigrants	Maternity leave: 9 weeks Comp.: 4 weeks before, 5 weeks after Intention to increase leave to 15 weeks	Maternity benefits: 100% 9 weeks Employer	No mention	No mention	Non-discrimin./employ. No dismissal of pregnant workers Burden of proof on employer/employee: financial compens. and fine if unfair	Job guarantee No job guarantee	BF Breaks: No mention			
Cambodia	Female workers including agriculture, individual services, self-employed) except civil servants, domestic workers, + other exceptions	Maternity leave: 13 weeks No comp. leave Paternity leave: 10 days for family events	Maternity benefits: 50% (100% in 1994) 13 weeks Employer	No mention	Workers returning from leave: for 2 months, lighter work	Non-discrimin./employ. No dismissal during pregnancy, maternity leave	Job guarantee No explicit job guarantee, though no dismissal allowed during maternity leave	BF Breaks: 60 min./day 12 months Unpaid BF Facilities: Nursery + creche if firm >100 female workers; if no crèche, employer covers costs			
China	<i>Different laws:</i> Every woman worker with labour relationship	Maternity leave: 13 weeks or 8 weeks depending on law	Maternity benefits: Payment depends on law: 100% 13 weeks or 8	Medical costs for mothers and children covered	All women: no arduous, unhealthy, dangerous work. No mine work. Protection during	Non-discrimin./employ. No dismissal during pre-	Job guarantee No guarantee to return to job but nursing mothers	BF Breaks: 60 min./day 12 months Paid BF Facilities: If "quite			

	in public, cooperative factories, business, railways, etc.	Family planning stipulations No mention of comp. leave Paternity leave: In some instances, 10 days	weeks/law Employer-funded insurance Other benefits, child allowances etc. depending on law, region, etc. Paternity benefits: No information	Paid by National Maternity Insurance Fund	menstrual period Pregnant, breast feeding (up to 1 year): No night work, no overtime, unhealthy, arduous work	natal, post-natal, breast feeding (up to 1 year)	cannot be dismissed (until child is 1 year), implying right to return to a job (if not the same one as previously)	many" female workers, special rooms for nursing, rest; clinic, kindergarten etc. for women + children			
Fiji	All female workers with exceptions in military, police, etc.	Maternity leave: 12 weeks No comp. leave	Maternity benefits: 100% for first 3 births 50% for subsequent births 12 weeks Employer	No mention of medical care covered	All workers: general health & safety regulations	Non-discrimin./employ. No dismissal during pregnancy, (possible 12 weeks after end of maternity leave) Burden of proof on employer	Job guarantee same or better job, same conditions	BF Breaks: No			
India	<i>Different laws apply:</i> women in factories, mines, plantations with exceptions Special schemes for women	Maternity leave: 12 weeks with conditions Comp.: 6 weeks after delivery	Maternity benefits: 100% 12 weeks Employer (until 2004, mixed scheme) Several State insurance welfare schemes for poor women, artisans,	Medical bonus for pre- & post-natal care Paid by employer or local schemes paid by central	Pregnant, breast feeding workers: no special provisions concerning night work, overtime, etc. Concerning arduous work, standing, special protection 10 weeks before	Non-discrimin./employ.? No dismissal of woman exercising her rights under <i>Maternity Benefits</i>	Job guarantee No	BF Breaks: 2X/day (no mention of time) 15 months Paid BF Facilities: Nursery in factories >30 female workers for			

	below poverty line, artisans, informal workers, etc.		informal workers, etc.	govt	birth	Act		children <6 years			
Indonesia	All female workers that are paid	Maternity leave: 12 weeks 6 before, 6 after delivery but no comp. leave Paternity leave: Length not specified (paid 2 days)	Maternity benefits: 100% 12 weeks Employer Paternity benefits: 2 days Employer	Ante-natal, delivery costs covered by Social Security Progr. borne by employers of firms >10 employees	All workers: general health and safety for all Pregnant, breast feeding workers: no night work if considered dangerous, no dangerous work	Non-discrimin./employ. No dismissal if pregnant, giving birth or BF; if contravenes, employer must re-employ the person	Job guarantee No	BF Breaks: Employer to provide "proper opportunities" if mother still breast feeding when takes up work again. BF Facilities: "welfare services" to be provided, including nurseries			
Iran (Islamic Republic of)	Numerous Laws covering different categories of workers (public, private, government, apprentices, agriculture, etc.): most are covered by maternity protection, enterprises	Maternity leave: <i>Labour Code:</i> 13 weeks No comp. leave <i>Breast Feeding Encouragement Law:</i> 16 weeks (Max 3 children) No comp. leave	Maternity benefits: <i>Insured workers:</i> 100% 12 weeks Paid by Soc. Sec.	Different laws cover medical services before, during, after birth Soc. Sec.	All women: employer responsible that female workers do not accomplish dangerous work No risk assessment Pregnant workers: transfer to lighter work List of activities considered too arduous	Non-discrimin./employ. No explicit mention against dismissal during pregnancy, maternity leave	Job guarantee at end of maternity leave (and of breastfeeding) same job, same conditions	BF Breaks: <i>Labour Code:</i> 30 min/3 hours 24 months Paid <i>Encouraging Breast Feeding Law:</i> 60 min/day 20 months Paid (with job guarantee			

	>10 employees	Part-time: 12 months strict conditions						while breast feeding) BF Facilities: Both laws state employers responsible to set up day care centres, nursing facilities			
Japan	Depending on law, all women workers with many exceptions: part-time, some seasonal workers, some govt workers	Maternity leave: 14 weeks Comp.: 6 weeks after Child care leave: After mat. leave, either parent, until child is 1 or 1.5 year Family care leave: 13 weeks Either parent if ill Adoption leave: Same as child care leave Part-time work: Under certain conditions	Maternity benefits: General: 67% 14 weeks Mixed payment Child care benefits: 30% 12 months Mixed payment Family care benefits: 40% 13 weeks Mixed funding Adoption benefits: No benefits except if entitled to child care benefits	<i>Insured women:</i> Maternity care covered by National Health insurance <i>Others:</i> Women unable to cover expenses are covered by State	General: health & safety of all workers Pregnant, breast feeding workers: not more than 40-hours/week, 8h/day if requested by employee, no unhealthy work for 1 year after delivery, adaptation to woman's needs after birth, transfer possible No heavy work Time off for medical examinations	Non-discrimin./employ. No dismissal because of pregnancy, maternity leave, child care leave, until child is 1 year Burden of proof on employer	Job guarantee No guarantee, but no dismissal until child is 1 year; also, preference to re-employ former employees who quit after various maternity-linked leaves	BF Breaks: 2X30/day 12 months Paid? BF Facilities: Nursery for children <3 years			

Kiribati	All female workers with a contract, including apprentice, domestic servants, immigrants self-employed	Maternity leave: 12 weeks Comp.: 6 weeks after birth	Maternity benefits: Min. 25% 12 weeks Employer	Pre-natal and post-natal care No info re. costs covered by health system	All workers: no dangerous work All female workers: no night work, dangerous work, underground work	Non-discrimin./employ. No dismissal during pregnancy, maternity leave or illness thereafter Burden of proof on employer	Job guarantee Not explicit	BF Breaks: No mention			
Korea (Republic of)	Women working in businesses, workplaces employing at least five workers, except family ciers, domestic workers	Maternity leave: 13 weeks Comp.: 6 weeks after birth Paternity leave: 3 days Child care leave: Up to 1 year if child under 6, + conditions Adoption leave: Same as child care leave Part-time: up to 1 year 15-30 hrs/week, former job	Maternity benefits: 100% (min., max. amount) Max. 13 weeks Employment insurance fund or employer Paternity benefits: Unpaid leave Child care benefits: <i>Insured workers:</i> 40% + conditions Employment Insurance Fund <i>Non-insured workers:</i> Unpaid Adoption benefits: Same as child care benefits	Pre- and post-natal, & delivery very well covered by National Health Insurance for mothers and infants	All workers: health & safety, risk assessment All women: consent for night work, work in pits with exceptions Pregnant, breast feeding workers: no night work without consent, no overtime, dangerous work Transfer to lighter duty if requested	Non-discrimin./employ. No special demands by employer re family plans No dismissal during pregnancy, maternity leave + 30 days after Burden of proof on employer	Job guarantee Yes: return to same or better job after maternity leave, child care leave Protective period upon return	BF Breaks: 2X30 min/day 12 months Paid BF Facilities: Employer to install facilities to help breast feeding mothers			

		guaranteed									
Lao People's Democratic Republic	Several laws concerned All employees with written contract in enterprises of >10 employees, in industry, agriculture, services, public or private Some exceptions	Maternity leave: 13 weeks Comp.: 6 weeks after + 30 days if illness due to birth + 30 days sick leave/yr Paternity leave: Up to 3 months, (must be married)	Maternity benefits: Maternity grant: At birth, amount at least 60% of salary if person is insured Social Sec. Fund Maternity allow: <i>Labour Law:</i> 100% for 13 weeks + 50% if ill for 4 weeks <i>Social Security Decree:</i> 70% for 12 weeks + 50% if ill for 30 days (paid by Employer) then 60% (paid by Soc. Sec. Fund + employer) Paternity benefits: 70% 3 months Soc. Sec.	Medical treatment, medical exams, vacc., birth assistants If insured, Soc. Sec. Fund	All workers: employer responsible for health & safety (machines, chemicals, materials; explain dangers to workers, etc.) Pregnant, breast feeding workers: no overtime if child under 12 months; transfer from heavy lifting, standing, smoke, explosives, pits, vibrations, radiation, contagious diseases, etc.	Non-discrimin./employ. No dismissal of pregnant worker or mother of child <12 months	Job guarantee Not explicit but worker cannot be dismissed if child <1 year	BF Breaks: 60 min/day (to breast feed or for immunis.) 12 months Paid?			
Malaysia	All female workers in peninsular Malaysia, in private sector	Maternity leave: 8 weeks, can begin 30 days before confinement Comp.: at least 30 days	Maternity benefits: For women with less than 5 living children: 100% or min. 6 ringitt/day 8 weeks	Free medical expenses (not specifically for maternity) Employer	All workers: no dangerous, unhealthy jobs All women: no night work in industries, agriculture, underground	Non-discrimin./employ. No dismissal for pregnant workers +	Job guarantee No	BF Breaks: No provisions			

		after birth	Employer		work	during maternity leave + 90 days after delivery (if illness) Dismissal possible 4 months before delivery if employee is paid rather than given notice					
Mongolia	Very general provisions, no mention of maternity in <i>Labour Law</i> : citizens and firms of/in Mongolia	Maternity leave: 16 weeks before and after birth No comp. leave If 2 nd child is born while on child care leave, mother entitled to another maternity leave (max. two births) Childcare leave: After mat. leave, for either	Maternity benefits: 70% for insured mothers 16 weeks Social Insurance Fund Child care benefits: Length? Paid? Adoption benefits: 8 weeks + parental leave benefits (length?) Paid?	Comp. insurance for employees No inform. on services covered	All workers: no dangerous, unhealthy work, employer responsible (chemicals, biological, physical factors), health exams All women: list of 80 jobs women cannot accomplish, 13 categories (mining, textiles, leather, meat, timber, etc.), heavy duty jobs Pregnant, workers, mothers of children <8,	Non-discrimin./employ. No personal questions No dismissal of pregnant women, mothers & single fathers of children <3 years	Job guarantee same or other employment after child care leave No dismissal of parents of children <3 years	BF Breaks: 2 hours/day <6 months (12 months for twins) + 60 min/day <6-12 months> For breast feeding mothers, single fathers Paid Transfer: Breast feeding mothers if job dangerous		√	

		parent until child is 3 years Length unspecified Adoption leave: 8 weeks + child care leave Part-time: Allowed if ill			single fathers with children <16: no night work without consent Pregnant, breast feeding workers:transfer to other job if detrimental to health						
Myanmar	Different laws for different categories: female employees in industries, shops, public entertainmt, public, industrial, transport establishmts ports, mines, oil fields... employing>5 persons	Maternity leave: (Not clear if entitlement) 12 weeks Comp.: 6 before, 6 after birth Paternity leave: "Casual leave": 12 days/year 3 days at a time	Maternity benefits: <i>Labour Code:</i> 66% 12 weeks Paid by Social Security Board <i>Leave &Holidays Act:</i> No specified time or amount, for ill or pregnant/child birth persons Paternity/Casual benefits: Full salary? Employer	<i>Social Security Act:</i> Covers women for pre-natal, birth, post-natal care Soc. Sec. Board	No information	No non-discrimin. measures noted No reduction in salary during maternity No dismissal during pregnancy, maternity leave	Job guarantee Not explicit	BF Breaks: No provisions			
Nepal	All pregnant workers Various laws: civil servants, employees (enterprises with <10 workers)	Maternity leave: <i>Labour Rules:</i> 7 weeks up to 2 children No comp. leave <i>Civil Service</i>	Maternity benefits: <i>Labour Rules:</i> 100% 7 weeks Employer <i>Civil Service Rules:</i> 100% 8 weeks	Employer-funded medical benefits, nothing special for maternity. Medical treatment	All women: no night work except arrangement	No mention of non-discrimin. measures No protection against dismissal	Job guarantee No mention	BF Breaks: Necessary time for breast feeding in enterprises >50 workers (not specified)			

		<p><i>Rules:</i> 8 weeks + 6-months extension + 12 days sick leave/year No comp. leave Paternity leave: "Maternity care leave": for fathers, 15 days before/after delivery (max. 2 such leaves in all)</p>	<p>Employer Paternity benefits ("Maternity care leave"): 100% 15 days Employer</p>	<p>centres and Health centres set up by employers of large enterprises Health care thus paid by employer</p>				<p>BF Facilities: Healthy room for children of female workers in enterprises >50 workers</p>			
New Zealand	<p>Every female employee with contract except if better agreement than <i>Parental Leave and Employment Protection Act 1987</i></p>	<p>Maternity leave: 14 weeks Comp.: 8 weeks after Special leave: 10 unpaid days before delivery for reasons related to pregnancy Paternity leave: 1-2 weeks (depends on employment duration) Parental</p>	<p>Maternity benefits: 100% or max. weekly amount 14 weeks Crown Bank Account (public funds) Paternity benefits: 100% (if mother renounces her benefits) Length unclear: possible up to 14 weeks ? Several conditions Crown Bank Account (Public</p>	<p>No medical coverage (?)</p>	<p>All workers: no dangerous, unhealthy work Pregnant, breast feeding workers:transfer to other post if dangerous, unhealthy work; if not possible, employer can make her begin leave early Superficial protection</p>	<p>Non-discrimin./employ. No dismissal for pregnancy, maternity, parental leave + 26 weeks after return. Some elements of burden of proof on employer</p>	<p>Job guarantee until after parental leave; if not possible, job open for 26 more weeks</p>	<p>BF Breaks: Appropriate breaks if reasonable Duration? Paid if agreement between parties BF Facilities: if feasible</p>			

		<p>(Extended) leave: for mother/ spouse until child 1 year Several conditions 12 months Unpaid Adoption leave: Same as maternity + other leaves Starts at reception of child No part-time, but possibility to change work schedule once a year</p>	<p>funds) Parental (extended) benefits: Unpaid Adoption benefits: same as maternity/ paternity</p>								
Pakistan	<p><i>Labour + MP laws:</i>all women employed for wages or other in skilled, unskilled, supervisory clerical, manual, etc. work in industry</p>	<p>Maternity leave: 12 weeks for women who give notice If not, 6 weeks Comp.: 6 weeks after birth Conditions</p>	<p>Maternity benefits: 100% 12 weeks/ 6 weeks Conditions Special conditions for “secured” worker Employer</p>	<p><i>Secured worker:</i> pre- post-natal & birth care covered Soc. Sec. Fund if regular contrib. have been paid</p>	<p>All workers: safety at workplace, gender neutral: no specific health protection provisions for pregnant, breast feeding workers</p>	<p>Non-discrimin./ employ. At same time, dismissal allowed during pregnancy (up to 6 months before birth) + not unlawful</p>	<p>Job guarantee No</p>	<p>BF Breaks: No provisions</p>			

	oreestablish mt With several exceptions: public servants, Defense, Railway, local authorities, family firm, high salaries...					to dismiss worker during maternity leave If not sufficient cause she maintains right to benefits					
Papua New Guinea	All employed women with exceptions	Maternity leave: 6 weeks (from day she gives birth) No comp. leave: worker can return to work when she chooses	Maternity benefits: Unpaid leave	No medical benefits except in large enterprises (respons. of + paid by employer)	All female workers: No night work, arduous labour, underground work, mines	Non- discrimin./ employ. No dismissal during pregnancy except if worker agrees	Job guarantee Not explicit	BF Breaks: 2X30 min/day Duration? Paid		√	
Philippines	Several laws: <i>Labour Law:</i> All workers with exceptions:g ovt, family enterprises, domestic helpers, needle work,	Maternity leave: <i>Normal:</i> 6 weeks Comp.: 2 before, 4 after birth For four births <i>Domestics:</i>	Maternity benefits: <i>Normal:</i> 100% 6 weeks Employer <i>Domestics:</i> 100% 6 weeks Employer	No clearly stated medical benefits for childbirth, pre- or post-natal Employer covers	All women: no night work with exceptions, no dangerous, strenuous, unhealthy job Special conditions for female workers: rest rooms,	Non- discrimin./ employ. Unlawful to dismiss woman because of maternity, while pregnant,	Job guarantee No explicit guarantee, though specified that employer cannot refuse that a woman returns to work after	BF Breaks: No BF breaks BF Facilities: Nursery in special cases decided by Secretary of Labour			

	farms, managers, field personnel <i>Omnibus law</i> : all employers except govt, govt-owned firms, domestics <i>Law for domestic servants</i> : full-time workers in homes <i>Administrat. Code</i> : female govt workers <i>Solo Parents Law</i>	6 weeks Comp.: 2 before, 4 after birth For four births <i>Gvt employees:</i> 8.5 weeks Paternity leave: 7 days/child Married + living with mother, for four births Parental leave: only solo parents, several conditions 7 days/yr	<i>Gvt employees:</i> 100% 8.5 weeks Soc. Sec. who reimburses employer <i>Social Security Act:</i> Insured workers 100% 6 weeks Soc. Sec. Paternity benefits: 100% 7 days Employer Parental benefits: 100% 7 days/year Not clear if paid or not; if paid it is by employer	emergenc.	lavatories, chairs, nurseries...	on leave, because she may become pregnant, has married, etc. No questions regarding private family life	leave for fear of her becoming pregnant				
Singapore	<i>Employment Act (EA)</i> : All female employees and some categories of public servants No domestic servants, managers, seamen <i>Child Developmt Co-Saving</i>	Maternity leave: EA: <i>If 2 children:</i> 12 weeks last 4 weeks taken over 1 year Comp.: 4 weeks after <i>If 3 or more children:</i> 16 weeks (4+12), 8 last weeks can	Maternity benefits: EA: 100% or 50% depending on eligibility 12 or 16 weeks Employer pays first 8 weeks, Soc. Sec. last 4 or 8 weeks or more depending on number of children CDCSA:	Medisave (National Savings Scheme) for delivery, pre-delivery for first 4 children but no post-natal Fees are paid by employers,	All workers: limited number of hours /days, /months; no work on holidays Pregnant, breast feeding: no night work without worker's consent. No special protection for dangerous, unhealthy work.	No dismissal during pregnancy and leave Worker cannot be deprived of her right to maternity leave	Job guarantee No specific guarantee to return to work	BF Breaks: No provisions			

	Act (CDCSA): self-employed workers Adoption Act (AA):female employees	be taken over 1 year Comp.: 4 weeks after + Child care leave (see below) CDCSA: 12 weeks Comp: 4 weeks after 8 last weeks can be taken over 1 year Child care leave: child <7 yrs Max. 14 days, 6 days/yr 2 days at a time Adoption leave: 4 weeks	100% 8/12? weeks Employer, reimbursed by Soc. Sec. Child care benefits: Paid (no other information) Adoption benefits: 100% 4 weeks Employer, reimbursed by Govt.	employees self-employed							
Solomon Islands	All female workers, including domestic workers and seamen With exception of casual workers	Maternity leave: 12 weeks Comp.: 6 weeks after	Maternity benefits: 25% or more 12 weeks Employer	Pre-, post-natal care, birth in hospital Employer	All workers: health and safety at workplace All women: no night work, no work in mines, with exceptions	No mention of non-discrimin. At work No dismissal during maternity leave	Job guarantee No explicit guarantee to return to job but obligation on worker to report back to work at end of leave. If she does not, she reimburses employer	BF Breaks: 2 hours/day Duration? Paid			
Sri Lanka	<i>Maternity</i>	Maternity	Maternity	Depart. of	All women:	Detailed	Job guarantee	BF Breaks:		√	

	<p><i>Benefits Ordinance (MBO):</i> women workers employed with wages in any trade, with contract expressed, implied, oral or in writing. <i>Other laws:</i> for shop and office workers, casual workers. Are excluded: domestic, agriculture workers</p>	<p>leave: MBO: <i>For babies 1 and 2:</i> 12 weeks Comp.: 2 before, 10 after <i>For babies 3 and subsequent:</i> 6 weeks Comp.: 2 before, 4 after With conditions Other laws: <i>Shopkeepers:</i> 6 weeks Comp.: 2 before, 4 after With conditions</p>	<p>benefits: MBO: 6/7 of wages or 1 rupee/day if earns less than 1 rupee/day 12 weeks Employer Other laws: <i>Shopkeepers:</i> 100% 6 weeks Employer <i>Workers on Estates:</i> In-kind benefits + Health care</p>	<p>Health covers all health services (including maternity services). Paid by govt. <i>Workers on estates:</i> Room for birth for 10 days, midwife, food and cash Employer</p>	<p>several conditions for night work to be accepted No overtime, list of several dangerous jobs, arduous, chemicals, biological, physical agents Seats for women working in shops Pregnant, breast feeding workers: no dangerous, unhealthy work 3 months before confinement; inspector to evaluate risks, but not specifically for pregnant workers</p>	<p>non-discrimin./employ. Right to enjoy maternity leave and benefits No dismissal on grounds of marriage, pregnancy, maternity leave Burden of proof on employer</p>	<p>No job guarantee</p>	<p>2X30 min/9 hours if crèche or 2X60min/9 hours if no crèche 12 months Paid BF Facilities: Crèche for children <5 yrs if firm employs a "certain" number of female workers (not specified)</p>			
Thailand	<p>Female employees in general Exceptions: central, provincial, local administns;</p>	<p>Maternity leave: 13 weeks No comp. leave</p>	<p>Maternity benefits: 100% 13 weeks For two first children Employer:100% for 45 days/year Social</p>	<p>All pre- + post-natal + birth health care, exams, medication care of newborn,</p>	<p>All women: no mining, construction work underground, under water, tunnels, etc. Pregnant, breast feeding workers: no night work,</p>	<p>Non-discrimin./employ. No dismissal on grounds of pregnancy</p>	<p>Job guarantee No mention</p>	<p>BF Breaks: No provisions</p>			

	state enterprise; housework employees; non-profit work...		Security:50% for 90 days (13 weeks) for insured persons	transport, etc. Soc. Sec. Fund	overtime, work on holidays, as drivers, on boats, with exceptions Dangerous, unhealthy work: transfer before and after delivery						
Timor Leste	Female workers Male workers (for paternity leave)	Maternity leave: 12 weeks Comp.: 10 weeks after birth Paternity leave: 5 days	Maternity benefits: 100% 12 weeks Employer until Social Security in place Paternity benefits: 100% 5 days Employer until Social Security in place	No mention	Pregnant, breast feeding workers: No night work, no overtime, no dangerous, arduous work. Can refuse such posts.	Non-discrimin./employ. No dismissal during pregnancy, maternity leave, breast feeding Burden of proof on employer	Job guarantee Explicit: same or equivalent job, same conditions	BF Breaks: 2X60 min/day 6 years (!) Paid			
Vanuatu	All female employees	Maternity leave: 12 weeks Comp.: 6 weeks after	Maternity benefits: 66% 12 weeks Employer	No public medical health care Employer to provide health care and pay for it	All employees: employer responsible for non-dangerous work All female employees: No night work Pregnant, breast feeding workers: no special provisions	Non-discrimin./employ. No dismissal of women absent due to illness related to pregnancy	Job guarantee Explicit: same or better position than before maternity leave	BF Breaks: 2X30 min/day During nursing period Paid			
Vietnam	Female workers with contract in	Maternity leave: Length differs (4-6	Maternity benefits: Maternity grant: Lump sum = 2	Pre-natal exams covered (5 one-day	All workers: employers responsible to train employees	Non-discrimin./employ. No	Job guarantee Guaranteed right to return to job after	BF Breaks: 60 min/day to rest 12 months			

	any sector of economy, includes apprentices, domestic servants Other laws for civil servants, armed forces and members of cooperatives	months) / work conditions: <i>Normal job:</i> 16 weeks <i>Dangerous, heavy duty job:</i> 20 weeks <i>Disabled employees:</i> 24 weeks + extensions Comp.: 8 weeks after birth Paternity leave: No special leave, but father takes maternity leave and benefits if mother dies Adoption leave: until child is 4 months Ill child: 20 days/year for child <3yrs; 15 days/year for child <3-7 years>	months min. wage for natural and adoptive mothers Maternity allow: <i>Insured workers:</i> 100% 16, 20 or 24 weeks + 4 weeks min. wage Social Insurance Funds Adoption benefits: Same as for maternity benefits Social Insurance	pre-natal checkups, or 5X2 days if far from medical facility) Paid by Social Insurance or employer No inform. about other medical services, covered or not	regarding danger, risks, prevention, notifications, etc. All women of reproductive age: no jobs with hazardous chemicals, arduous jobs, dirty water, radiation, magnets, high temperatures, etc. Transfer if dangerous job; if not possible, shorter work days (2 hours/day) at full pay Pregnant, breast feeding workers: no night work, no overtime from 7 months pregnancy - 12 months after delivery If heavy duty job, transfer at 7 months or reduce day by 1 hour at same wage.	dismissal during pregnancy, maternity leave, breastfeeding period of 12 months Woman may terminate employment contract unilaterally but not employer	leave (not explicit that same job)	Paid 100% if mother is breast feeding BF Facilities: If firm employs: <10-100> female employees (50% of all employees) or >100 female employees (30% of all employees), employer must set up child-care centre			
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EUROPE									11	10	23
Albania	Working people with contract	Maternity leave: 52 weeks Comp.: 5 weeks before, 6 weeks after birth Parental leave: for spouse caring for child 10-15 days/year if child under 3 years is ill; + 30 days/year unpaid leave Adoption leave: 4-49 weeks	Maternity benefits: <i>Insured workers:</i> Birth grant: lump sum (amount unknown) for father or mother Social insurance Fund Maternity allowance: 80% for 26 weeks; 50% for 26 weeks Difference between 100% and 80% /50% paid by Social Insurance System Parental benefits: 10-15 days/year Paid by employer Extra 30 days/year: Unpaid Adoption benefits: Similar to maternity benefits, from day baby arrives	No mention	Pregnant, breast feeding workers: Breaks every 3 hours, no night work, no dangerous, unhealthy work Work dangers assessed by employer	Non-discrimin./ employ. No pregnancy tests of new employees No dismissal during pregnancy, leave Burden of proof on employer	Job guarantee Not explicit	BF Breaks: No mention			√
Armenia	All working women	Maternity leave: 20 weeks Comp.: 10 weeks	Maternity benefits: 100% 20 weeks Paid by? Not	No mention	Pregnant workers, mothers of child under 1 year: Night work, overtime, work	Non-discrimin./ employ. No dismissal	Job guarantee implied, but not mentioned explicitly	BF Breaks: 30 min./3 hours or shorter day Duration?			

		<p>before, 10 weeks after birth</p> <p>Paternity leave: No special leave, but can take annual leave</p> <p>Parental leave: For person caring for child 3 years Unpaid?</p> <p>Adoption leave: Until child is 10 weeks</p> <p>Part-time: upon request</p>	<p>specified Adoption benefits: Same</p>		<p>on rest days: with consent, no dangerous work</p> <p>Transfer if necessary Risk assessment, employer's responsibility</p>	<p>uring pregnancy, + until 1 month after return to work; if mother cares for child, no dismissal until child is 1 year</p>		Paid			
Austria	All employees with exceptions (domestics, agriculture: other legislation)	<p>Maternity leave: 16 weeks</p> <p>Comp.: 8 weeks before, 8 after</p> <p>Parental leave: For either or both parents (not together) after maternity</p>	<p>Maternity benefits: 100% 16 weeks Statutory Health Insurance</p> <p>Parental benefits: Unpaid, some exceptions</p> <p>Adoption benefits: Same as maternity benefits</p>	Pregnancy, delivery, post-natal + transport Statutory Health Insurance	<p>Pregnant, breast feeding workers: no night work, overtime, work on rest days with exceptions No dangerous work (list of forbidden work). Risk assessment by employer, possibility of transfer</p>	<p>Non-discrimin./employ. No dismissal during pregnancy, leave and 4 months after leave No dismissal during 1st year of parental</p>	<p>Job guarantee implied, not explicit</p>	<p>BF Breaks: 45 min/4.5 hours/day or 2X45 min/8 hours or 2X90 min if no BF facilities on site Duration? Paid</p> <p>BF Facilities: Place to rest</p>			√

		leave until child is 2 years Unpaid Adoption leave: >2 years: 8 weeks + parental leave <18-24 months>: 6 months after 2 nd birthday <2-7 years>:6 months Part-time: At least 2 months				leave, but possible under certain conditions		for pregnant, breast feeding workers, including a nursing facility			
Azerbaijan	All employees with contract in enterprises or at home	Maternity leave: 18 weeks Different lengths / work category (20 + weeks) Comp.: 10 weeks before, 8 weeks after Paternity leave: 14 days unpaid Parental leave:	Maternity benefits: 100% 18 weeks (or more) Paid by Social Security Paternity benefits: Unpaid Parental/Adopt. benefits: Partially paid (% unknown)	Free medical care Paid by Social Security	All women workers: no dangerous, arduous work, no underground work Pregnant workers, mothers of young child (under 3 years): no night work, overtime without consent, no heavy work, underground work, dangerous, etc. Transfer possible	Non-discrimin./employ. No right to refuse employing pregnant woman, mother of child under 3 years (also father) No dismissal during same period	Job guarantee No guarantee though no dismissal for 3 years...	BF Breaks: 2X30 min/3 hours or 2X60 min/3 hours if two children under 18 months Or shorter work day 18 months Paid For mother or father caring for child			√

		partially paid leave until child is 3 yrs Adoption leave: 8 weeks + parental leave Part-time: exists				Burden of proof on employer					
Belarus	All women	Maternity leave: 18 weeks Comp.: 10 before, 8 after birth Parental leave: Person caring for child until age 3 years Adoption leave: 10 weeks + parental leave Part-time: <50% working time till child is 3 years	Maternity benefits: <i>Insured workers:</i> 100% (not <50% of minimum wage) 18 weeks or extension National Social Security Parental benefits: 80% of wage Until child is 3 years Paid by Social Security Adoption benefits: 10 weeks + parental leave benefits	Pre- and post-natal + birth care of mother, baby; food for breast feeding mother and child until 3 years Social Security	Female workers: no dangerous work (list), no underground work Pregnant, breast feeding workers and mothers of child under 3: no night work, no overtime Pregnant, breast feeding workers + mothers of child under 18 months: transfer possible if dangerous work	Non-discrimin./employ. Employer cannot refuse to employ pregnant woman No dismissal during pregnancy, and until child is 3 years; or until 14 if single mother; or until 18 if child is disabled	Job guarantee same job, same salary	BF Breaks: 2X30 min/3 hours or 2X60 min/3 hours if two children under 18 months 36 months Paid			√
Belgium	All working women with exceptions (domestic workers, family	Maternity leave: 15 weeks Comp.: 7 days before, 9 weeks	Maternity benefits: 79.5% for 4 weeks 75% (ceiling) for remaining period 15 weeks or	No mention	Pregnant, breast feeding workers: No night work (until 4 months after end of maternity	Non-discrimin./employ. No discrimin. in access	Job guarantee Same job, conditions, salary	BF Breaks: 1X30 min/ 4-hour day 2X30 min/ 7-hour day 9 months			

	members...)	after Paternity leave: 10 days Parental leave: 4 months (different options) For mother or father Until child is 12 years or until 21 years if disabled Adoption leave: Until child is 21 years	extension Soc. Sec. Paternity benefits: 100% for 3 days Employer + 82% for 7 days Social Insurance Parental benefits: Flat monthly rate 4 months Social Security (unemployment funds) (proportionally reduced for part-time work) Adoption benefits: Same as paternity benefits (?)		leave), no overtime, no dangerous work Transfer possible	to job because of reproduct. No dismissal during pregnancy, leave, until 1 month after end of leave Burden of proof on employer		Paid 82% by Soc. Insur. BF Facilities: Rest place at or near workplace			
Bosnia & Herzegovina	All employed women In extreme cases, father of the child	Differences between regions: Maternity leave: 12 months Comp.: 6-8 weeks after birth Paternity leave: 3-7 days Parental leave: Until child is 3 years	Differences between regions: Maternity benefits: 50-80% or 100% 12 months Employer, partly reimbursed by Social Security Paternity benefits: Paid Adoption benefits: same a maternity benefits	No mention	Differences between regions: All workers: Employer to ensure health & safety at work place All female workers: No underground work Pregnant, breast feeding workers, mothers of children under 1-3 years: No night	Difference between regions: Non-discrimin./employ. No discrimin. in access to job because of pregnancy No pregnancy testing No	Difference between regions: Job guarantees same job, same salary	Difference between regions: BF Breaks: 1 or 2X60 min/day 1 year Paid			√

		Adoption leave: same as maternity leave Part-time: Possible until child is 2 years			work, overtime, dangerous work Transfer is possible	dismissal during pregnancy, maternity leave					
Bulgaria	Female workers in employment relationship	Maternity leave: 32 weeks until child is 6 months Comp.: 6 weeks before + 6 weeks after birth Paternity leave: 15 days Parental leave: Max. 29 weeks for mother, some cases father after 6 months Additional parental leave (paid): until child is 2 years Unpaid parental leave:	Maternity benefits: <i>Insured mothers:</i> 90% 32 weeks Public Insurance Paternity benefits: <i>Insured fathers:</i> 90% 15 days Public Insurance Parental benefits: <i>Insured parents:</i> 90% 29 weeks + extension State Public Insurance Adoption benefits: Same as maternity + parental benefits	All health services during pregnancy and birth National Health Insurance	Pregnant women, mothers of child under 6, mother of disabled child: No night work, overtime Pregnant, nursing workers: No dangerous work Transfer if necessary and salary compensation if difference in salary	Non-discrimin./employ. No discrimination in access to job because of pregnancy, raising children No dismissal during pregnancy, maternity leave, parental leave + extensions To dismiss mother of child under 3 years, labour inspector necessary	Job guarantee implicit	BF Breaks: For natural and adoptive mothers: <8 months: 2X60 min/day Paid >8 months: 1X60 min/day Paid BF Facilities: <i>All firms:</i> Suitable conditions to rest <i>Firms >20 female employees:</i> special room for women to rest, feed child	√		√

		for 6 months until child is 8 years Adoption leave: Same as maternity + parental leave									
Croatia	Female workers or if woman dies, father	Maternity leave: 40 weeks + Extension to 60 weeks Comp.: 32 weeks: 4 before, 26 after birth Paternity leave: 7 days paid Parental leave (Alternative leave): For mother or father until child is 3 years Adoption leave: 40 weeks or until child is 1 year (whichever is longer) Part-time:	Maternity benefits: Lump sum at birth + <i>Daily allowances:</i> 100% 32 weeks; then fixed amount/month for 6 months Health Insurance Paternity benefits: 100% 7 days Employer Parental benefits: Same as maternity benefits	No mention but Public State Health Insurance exists	Pregnant workers: no night work Pregnant workers, mothers of child <3 years, single mother of child <6 years, part-time worker: no overtime Pregnant, nursing workers: healthy, non-dangerous job, otherwise transfer	Non-discrim./employ. No discrim. in access to work due to reprod. No pregnancy tests No dismissal in case of pregnancy, maternity, paternity, parental rights and leaves including breast feeding Burden of proof on employer	Job guarantee explicit: same salary and conditions or better	BF Breaks: 2X60 min/day 12 months Paid	√	√	

		For father or mother until child is 1 year, or 3 years in certain conditions Pay compens.									
Cyprus	All employed and self-employed workers	Maternity leave: 18 weeks Comp.: 9 weeks: 3 weeks before, 7 after birth Parental leave: For either parent 13 weeks per child until child is 6 years 1-4 weeks/year Unpaid Adoption leave: 14 weeks + parental leave	Maternity benefits: <i>Insured workers:</i> 75%-100% 18 weeks Social Security Parental benefits: Unpaid leave Adoption benefits: same a maternity benefits 14 weeks	No mention	Pregnant workers: No dangerous work, transfer possible with medical certificate	Non-discrimin./employ. concerning maternity, reproduct., leaves, etc. No dismissal for parental leave Burden of proof on employer	Job guarantee Same job, same conditions including other benefits, seniority, etc.	BF Breaks: For all mothers, including adoptive mothers 1X60 min/day to breastfeed or care for child, includ. shorter work day 9 months Paid			√
Czech Republic	Persons employed with some exceptions in public	Maternity leave: 28 weeks Comp.: 6 weeks	Maternity benefits: <i>Insured workers:</i> 60%, varies/no. of children	Medical benefits relative to pregnancy, birth, child	Pregnant workers: night work if consent by woman Pregnant,	Non-discrimin./employ. No dismissal	Job guarantee No	BF Breaks: 2X30 min/day 12 months Paid			

	sector	before birth Paternity leave: Yes, under parental leave Parental leave: Up to child 3 years, for mother and father Parental and maternity leaves can be concurrent	28 weeks Soc. Sec. Parental benefits: 4 different fixed rates depending on length of leave State Social Support - Public Funds System	care Social insurance	breastfeeding workers: overtime, work on rest days: possible; no work directly dangerous for health until child is 9 months, otherwise transfer List of dangerous jobs, employer must inform woman of dangers	during pregnancy, maternity, parental leave (women and men)		+ 1X30 min/day 3 months Paid Total: 15 months			
Denmark	All mothers Fathers in some cases	Maternity leave: 18 weeks Comp.: 2 weeks after birth Paternity leave: 2 weeks after birth Parental leave: 32 weeks or more (40-46 weeks) For either parent Adoption leave: From 1-4 weeks	Maternity benefits: different amounts depending on work category <i>Regular employees, self-employed:</i> 100% with max. 18 weeks Local authorities, reimbursed by Soc. Sec. <i>Functionaries:</i> 50% 18 weeks Local authorities, reimbursed by Soc. Sec. Paternity benefits:	All medical care related to maternity + payment if child <14 years is seriously ill covered Paid by Soc. Sec.	Pregnant, breast feeding workers: night work, overtime, work on rest days allowed Dangerous work: risk assessment by employer, transfer if necessary or leave Work in labs, with biological material, radioactivity, arduous activities: all under special scrutiny for these categories of workers	Non-discrimin./employ. No pregnancy tests No dismissal during pregnancy, leaves related to maternity Burden of proof on employer	Job guarantee No mention	BF Breaks: No mention			

		before child in home + 14 weeks for either parent (2 of which for both parents together) + parental leave Part-time: Possible after 2 weeks compulsory maternity leave Other leaves possible	100% 2 weeks Parental benefits: 100% 32-46 weeks Local authorities, reimbursed by Soc. Sec. Adoption benefits: Same as maternity and parental benefits								
Estonia	All employed women, including public servants	Maternity leave: 20 weeks Comp.: not clear, 7 weeks before Paternity leave: 2 weeks during first 2 months of child's life Parental leave: Until child is 3 years, for either parent or	Maternity benefits: <i>Insured persons:</i> 100% 20 weeks Soc. Sec. Paternity benefits: 100% 2 weeks Employer Parental benefits: Unpaid	Medical care not mentioned	Pregnant workers: no night work, overtime; Dangerous work: risk assessment concerning noise, heat, arduous tasks, radioactivity, etc.	Non-discrimin./employ. on sex, reproduct. functions, If so, burden of proof on employer No dismissal during pregnancy and until child is 3 years	Job guarantee implicit, since no dismissal until child is 3 years	BF Breaks: 30 min/3 hours or shorter work days 18 months If two children: 60 min/3 hours Paid by State			

		child care giver Adoption leave: 70 days For person caring for child under 10 years									
Finland	Persons with employment contract	Maternity leave: 17 weeks Comp.: 4 weeks after birth Paternity leave: 1-18 days or 24 days in one block Parental leave: Until child is 3 years Adoption leave: <i>Newborn child:</i> 33 weeks <i>Child >7 years:</i> 17 weeks Part-time: Certain conditions, until child is 8 years, for minimum of	Maternity benefits: Maternity grant: <i>Insured parents:</i> Maternity package or cash Maternity allow.: 70%, up to a ceiling, + 40% of additional amount up to ceiling, + 25% of additional amount 21 weeks (6-10 weeks before, 11-15 weeks after birth) Social Security Paternity benefits: <i>Insured fathers:</i> Same % as maternity benefits Whole period Social Security Parental benefits: <i>Insured parents:</i>	Maternity care is part of primary health care Paid by municipal.	All workers: employer responsible for healthy, non-dangerous workplace; during maternity no dangerous work (list of categories), transfer if necessary Pregnant, breast feeding workers: can work nights, overtime	Non-discrimin./employ. or based on sex and maternity No dismissal during pregnancy or leaves Burden of proof on employer	Job guarantees same job, same salary, or equivalent	BF Breaks: None BF Facilities: Rest room for pregnant, breast feeding workers			

		6 months	70% Period depends on number of children in family (32 weeks + 12 weeks per other child) Social Security Adoption benefits: <i>Insured persons:</i> Same as maternity + parental benefits For 33 or 17 weeks depending on age of child Soc. Insurance								
France	All employed women in private, public sectors, trade unions, associations, domestic workers	Maternity leave: 16 weeks Comp.: 8 weeks, at least 6 after birth Paternity leave: 11-18 days (single/multiple births) Before child is 4 months Parental leave: For father or mother 12 months	Maternity benefits: <i>Insured workers:</i> 100% to a ceiling 16 weeks + extensions Social Security Paternity benefits: 100% Full period Social Security Parental benefits: Unpaid? Leave period counted 50% for seniority rights Adoption benefits: 100% to a ceiling	Medical care during pregnancy, birth and after covered Soc. Sec.	Pregnant workers, mothers having recently given birth: night work can be refused by worker or health inspector; possible transfer to day work Dangerous work: possibility of transfer ; if not possible, leave begins with pay + compensation from employer	Non-discrimin./employ. and based on sex, family situation in access to new job Burden of proof on employer No dismissal during pregnancy, maternity/adoption leave + 4 weeks	Job guarantees same job, salary, other adjustments	BF Breaks: 2X30 min/day 12 months Paid BF Facilities: All mothers may breast feed at work Firms >100 female employees: rest rooms for breast feeding, must correspond to certain specificities	√		

		renewable twice until child is 3 years Adoption leave: 10, 18 or 22 weeks depending on number of children in family and of children adopted + 6 weeks unpaid to travel for child + parental leave of 12 months Part-time: Min. 16 hours/ week for 12 months renewable	Full period Social Security Leave period counted 100% for seniority rights			after return to work					
Germany	All female workers with contract, incl. home workers	Maternity leave: 14 weeks Comp.: 6 weeks before birth, 2 weeks after Parental leave: 3 years	Maternity benefits: 100% or lump sum (non-insured workers) 14 weeks Statutory Health Insurance + employer Parental benefits: 67%	<i>Insured women:</i> all pre-natal, post-natal care and care at birth, including domestic help Statutory	Pregnant, breast feeding workers: no night work, overtime, dangerous work (list exists)	Non-discrimin./ employ. No dismissal during pregnancy and 4 months after birth, nor during	Job guarantee Not explicit but forbidden to dismiss worker for 4 months after returning to work	BF Breaks: <i>Workday = 8 hours:</i> 2X30 min/day <i>Workday >8 hours:</i> 2X45 min/day Duration? Paid	√		

		beginning after maternity leave, 1 year taken until child is 8, for either parent together or separately Adoption leave: Same as parental leave Part-time: 15-30 hours/week for 2 months at least, for either parent	Full period Social insurance Adoption benefits: Same as parental benefits	Health Insurance		parental leave		BF Facilities: individual cases, facilities are compulsory			
Greece	Private sector Public sector? Domestic servants, not covered	Maternity leave: 17 weeks Comp.: 8 weeks before, 9 after Paternity leave: 2 days Parental leave: 3.5 months per parent every 2 yrs Adoption	Maternity benefits: Birth grant: Lump sum at birth Maternity allowance: 50% +Dependent's supplement (amount relative to number of children (10%-40%) Min. total = 67% 17 weeks	<i>Insured workers:</i> Pre, post-natal and birth care Soc. Sec. + 10% - 25% by users	No information	Non-discrimin./employ. + based on sex, family in access to new job No prohibition of pregnancy tests No dismissal during pregnancy,	Job guarantee explicitly guaranteed after maternity, parental leave: same post, same conditions	BF Breaks: No breaks BF Facilities: enterprises >300 workers, adequate facilities for breast feeding	√	√	

		<p>leave: See part-time leave</p> <p>Part-time: 12-30 months Workday reduced by 1-2 hours/day</p>	<p>Social Security +(in certain cases):</p> <p>Supplementary maternity allowance: 33% Max. total =100% 17 weeks</p> <p>Social Security</p> <p>Paternity benefits: 100% 2 days</p> <p>Social Security</p> <p>Parental benefits: Unpaid</p> <p>Adoption benefits Same as part-time benefits</p> <p>Part-time benefits: Reduction 1-2 hours/day for 12-30 months with proportional reduction in salary + compensation paid by?</p>			maternity leave, parental leave, until 1 year after birth					
Hungary	All women in employment relationship	<p>Maternity leave: 24 weeks</p> <p>Comp.: mother's choice, but 20 weeks</p>	<p>Maternity benefits:</p> <p>Birth grant: Lump sum for women receiving check-ups during pre-natal period</p>	<i>Insured women</i> covered by whole range of pre-, post-natal	Pregnant workers, mothers + single parents of child under 3 years: No night work, no overtime, no	Non-discrimin./employ. in access to job because of maternity,	Job guarantees same job, salary, until child is 3 years, or 16 years in case of single	BF Breaks: 9 months: 2X60 min/day 6 months Paid +			√

		<p>after birth Paternity leave: 5 days before child is 2 months</p> <p>Parental leave: Until child is 3-10 years + extra vacation days/year depending on age, number of children in family</p> <p>Adoption leave: Mothers same leave as maternity and parents, same leave as parental</p>	<p>Maternity allowances: 70% 24 weeks National Health insurance</p> <p>Paternity benefits: 100% 5 days Employer</p> <p>Parental benefits: 3 systems: Child Care fee: 70% (with ceiling) 2 years National Health Insurance</p> <p>Child Home Care Allow: Min. pension amount Child is 3 years Parent can work 50% State budget</p> <p>Child raising support: same as above, for families with more than 3 children, youngest between 3-8 years</p> <p>Adoption benefits: Similar to</p>	<p>health care services, birth, transport, medication breast feeding advice Birth grant for women following pre-natal checkups. Covered by Health Insurance and taxes</p>	<p>irregular work hours Pregnant workers, mothers of child under 1 year: No dangerous work, possible transfer with same salary</p>	<p>parenting No dismissal during pregnancy, Burden of proof on employer</p>	<p>parent</p>	<p>1X60 min/day 3 months Paid Total: 9 months</p>			
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			maternity + parental benefits								
Iceland	All employed, self-employed women + All unemployed parents, including students	Maternity leave: 12 weeks Comp.: 2 weeks after birth Paternity leave: 12 weeks until child is 18 months Parental leave: <i>Paid leave:</i> 12 weeks for father or mother or both until child is 18 months + <i>Unpaid leave:</i> 13 extra weeks Part-time leave: possible if agreement with employer	Maternity benefits: 80% 12 weeks Paid by Mat./ Pater. Leave Fund + employer funds Paternity benefits: Unclear Parental benefits: Unclear Paid and unpaid periods	<i>Insured women</i> receive primary health care which covers some maternity services (birth at home) Other care possible, coverage not clear Health Care Insurance	Pregnant, breastfeeding workers: no special provisions, but health & safety at workplace Employer makes risk assessment, possibility of transfer or temporary leave from work, paid	Non-discrimin./ employ. No dismissal during pregnancy, maternity, paternity, parental leaves or for family reasons Burden of proof on employer	Job guarantee for mother, father after all types of leaves Same conditions, salary, etc.	BF Breaks: No breast feeding breaks, facilities Breast feeding worker must work in healthy conditions			
Ireland	Women with employment contract in private, public	Maternity leave: 26 weeks paid + 16 weeks	Maternity benefits: 80% up to a ceiling 26 weeks	No mention of health benefits	Pregnant worker, mother of child <14 weeks: no night work if medical	Non-discrimin./ employ. + based on sex,	Job guarantees same job and conditions after	BF Breaks: 1X60 min/day or 2X30 min/day or			

	sectors, including apprentices	unpaid leave Comp.: 2 weeks before, 4 weeks after birth Parental leave: 14 weeks unpaid for each parent, taken continuously or by 6-week periods until child is 8 years (16 for disabled) Adoption leave: 26 weeks + 16 unpaid weeks For adopting mother Part-time leave: possible until child is 5 (or 8 if adopted between 3-6 years)	Social Insurance Funds Parental benefits: Unpaid Adoption benefits: same as maternity 26 weeks Social insurance Funds		certificate, transfer to day work, or extension of leave Pregnant worker, mother of child <14 weeks, breast feeding worker: employer to assess dangerous, unhealthy work; possibility to transfer worker, allow for leave (paid to a certain extent + guarantee to return to same post)	maternity, access to job, seniority, pay, etc. No dismissal during maternity, parental leave, with some exceptions	maternity, parental leaves If not possible, other suitable job has to be offered	3X20 min/day or shorter workday 26 weeks Paid BF Facilities: Rest room for pregnant workers For breast feeding workers, room is compulsory only if does not cost too much to install it			
Israel	Employed, self-employed women incl. women >18	Maternity leave: 12 weeks or 14 weeks in some cases	Maternity benefits: Childbirth allow.: sum at birth if 3 or more children	Pre-natal care, birth and hospital grant	Female workers: Can refuse night work Pregnant workers:	No non-discrimin. measures listed No	Job guarantee implied, but not clear if same job, same	BF Breaks: No provisions The mother is entitled to			

	in training	<p>Comp.: 3 weeks after birth</p> <p>Paternity leave: For fathers if mother is entitled to 14 weeks leave</p> <p>At least 3-14 weeks in lieu of mother</p> <p>Parental leave: For either parent, together or shared: up to 12 months unpaid leave</p> <p>Adoption leave: Same as maternity leave, for either parent until child is 10 years</p>	<p>are born at same time</p> <p>Maternity allow: 100% up to max. 12/14 weeks</p> <p>Social Security</p> <p>Paternity benefits: In some cases father can replace mother</p> <p>Parental benefits: Unpaid</p> <p>Adoption benefits: same as maternity benefits</p>	Transport >20 km Medicine National Health Insurance	Can refuse overtime, work on rest days, dangerous work (heat, radiation, etc.); transfer possible or if impossible, leave (without pay)	dismissal during maternity leave + 10 weeks after return No dismissal after parental leave + 45 days after end of leave	conditions	stop work that is dangerous to breast feeding, but such a leave is not paid, no seniority rights			
Italy	All employed workers with contract, private, public	<p>Maternity leave: 20 weeks (5 months)</p> <p>Comp.: whole period</p>	<p>Maternity benefits: <i>State Maternity Allowance:</i> for mothers who do not meet criteria for</p>	Pre-natal, post-natal, birth: care of mother + child covered, several	Pregnant workers, mother of child <1 year: no night work allowed; other categories can refuse night work	Non-discrimin./employ. + related to maternity, parental, leaves	Job guarantee until child is 12 months: same job, same salary or equivalent	BF Breaks: For mother or father (caring alone for child) 2X60 min/day or	√		√

	sectors, apprentices, managers, domestics, women in agriculture, unemployed etc.	Paternity leave: Father replaces mother if death, illness Parental leave: 24 weeks (6 months) for either parent, total 10/11 months for both parents Until child is 8 years (not domestics, unemployed or home workers) Adoption leave: 20 weeks whatever age of child + parental leave Part-time: in some collective agreements	maternity benefits, difficult cases <i>Maternity Cash Benefits:</i> /Exhaustive scope, conditions, calculations) 80% 20 weeks Social Security Paternity benefits: Same conditions as mothers Social Security Parental benefits: For 6 months Paid by Soc. Sec. <i>Child under 3 years:</i> 30% of salary Social Security <i>Child 3-8 years:</i> unpaid	check-ups, vaccinat. National Health Insurance	Pregnant workers, mothers of child < 7 months: no dangerous work, transfer possible, same salary	No pregnancy tests No dismissal during pregnancy, maternity, paternity, parental leaves and until child is 12 months for mother, father, adoptive parents Burden of proof on employer		1X60 min/day if workday <6 hours 12 months Paid			
Kazakhstan	No information	Maternity leave: 18 weeks Comp.: 8 weeks (not	Maternity benefits: 100% 18 weeks Employer	No inform.	Pregnant workers: transfer in case of dangerous, unhealthy job	Non-discrimin./employ. No dismissal	Job guarantee No mention though it appears to be	BF Breaks: No provisions			√

		<p>specified if before, after birth)</p> <p>Paternity leave: 5 days unpaid</p> <p>Parental leave: For either parent or person caring for child Unpaid full or part-time leave until child is 3 years; counts for seniority</p> <p>Adoption leave: for mother or father 8 weeks from date of birth</p>	<p>Paternity benefits: Unpaid</p> <p>Parental benefits: Unpaid</p> <p>Adoption benefits: 8 weeks Employer</p>			<p>during pregnancy, until child is 3 years (single mothers: 14 years, disabled child: 18 years)</p> <p>Burden of proof on employer</p>	implicit				
Kyrgyzstan	No information	<p>Maternity leave: 18 weeks</p>	<p>Maternity benefits: 100% 10 days from then: 10X minimum salary ? 18 weeks Employer, reimbursed by</p>	No inform.	No information	No inform.	Job guarantee No information	BF Breaks: No information		√	

			State								
Latvia	All employees with employment contract	Maternity leave: 16 weeks Comp.: 2 weeks before, 2 weeks after birth Paternity leave: 10 days from <0-8 weeks> Parental leave: Either parent 18 months - 8 years One or several periods Adoption leave: For either parent 8 days + parental leave Part-time: 1 year + breast feeding period pregnant workers, mothers of child of 1	Maternity benefits: <i>Insured mothers:</i> 100% 16 weeks State Social Insurance Paternity benefits: <i>Insured fathers:</i> 80% 10 days State Social Insurance Parental benefits: <i>Insured parents:</i> <i>Child <12 months:</i> 70% State Social Insurance <i>Child <12-24 months>:</i> fixed monthly amount State Social Insurance	No inform.	Pregnant, breastfeeding worker, mother of child < 1 year: no night work; overtime only with consent; if dangerous, arduous jobs, transfer is possible at same wages as previously; if cannot be transferred, leave with pay	Non-discrimin./ employ. during job interview, labour conditions; No dismissal during pregnancy, breast feeding, until child is 1 year Burden of proof on employer	Job guarantee Explicit: if not same job, at least same pay and conditions	BF Breaks: 30 min/3 hours or shorter workday 18 months Paid BF Facilities: Suitable rest conditions for pregnant, breast feeding workers, mothers of child <1 year	√		√

		year + other categories									
Lithuania	Employed women	Maternity leave: 18 weeks Comp.: 10 before, 8 after birth Paternity leave: 4 weeks Parental leave: Until child is 3 years, in one or several periods Can be shared by caregivers: parents, grandparents... Adoption leave: 10 weeks + parental leave Part-time: until child is 3 years for specific categories of workers	Maternity benefits: <i>Insured workers:</i> 100% 18 weeks Social Insurance Paternity benefits: <i>Insured fathers:</i> 100% 4 weeks Social Insurance Parental benefits: <i>Insured parents:</i> <i>Child <12 months:</i> 100% Social Insurance <i>Child <12-24 months>:</i> 85% Social Insurance <i>Child <24-36 months>:</i> unpaid leave Adoption benefits: 100% 10 weeks + parental benefits	No mention of coverage of health costs Time taken for medical exams during pregnancy is paid	Pregnant workers, mother of child <1 year: night work allowed except if medically forbidden; no overtime without consent; no dangerous, arduous work (list exists). Risk assessment necessary Transfer possible, but if not possible, pregnant woman takes leave (paid) Breast feeding workers take unpaid leave (Maternity Insurance pays) No work on rest days for workers in specific job except with their consent	Non-discrimin./employ. No dismissal during pregnancy + until 1 month after maternity leave, or until child is 1-3 years	Job guarantee until end of parental leave for all caregivers	BF Breaks: 30 min/3 hours or shorter workday Duration? Paid			√
Luxemburg	All female workers with contract	Maternity leave: 16 weeks Comp.: 8	Maternity benefits: <i>Insured workers:</i> 100%	<i>Insured workers</i> entitled to all medical	Pregnant, breast feeding worker, mother of child <1 year: no night	Non-discrimin./employ. in labour	Job guarantee until end of parental leave	BF Breaks: 2X45 min/day Or	√		√

	(including apprentices)	before, 8 after birth Parental leave: 6 months for one parent + 3 months unpaid for other parent until child is 5 years or 12 months if part-time Leave taken in one period; parents cannot take leave at same time Adoption leave: 8 weeks for mother (possibly father)	Not <minimum wage 16 weeks Social Security Parental benefits: Monthly flat rate 6 or 12 months Mixed payment: Employers, Employees, State Adoption benefits: <i>Insured workers:</i> Same as maternity benefits 8 weeks Social Security	assistance for pregnant women, baby, mother Social Insurance	work if medically requested, no overtime; dangerous work (list) assessed by employer, transfer possible; if not possible, paid leave	contracts, conditions, etc. No dismissal during pregnancy, maternity leave, parental leave or 12 weeks after birth Burden of proof on employer	or 12 weeks after: same job, same conditions	1X90 min/day Duration? Paid			
Macedonia	No information	Maternity leave: 36 weeks (9 months) for 1 child 52 weeks (12 months) for more than 1 child	No information	No inform.	No information	No inform.	Job guarantee No information	BF Breaks: No information	√		√
Malta	Citizens of Malta,	Maternity leave:	Maternity benefits:	Pre-, post-natal care,	Pregnant workers: no night	Non-discrimin./	Job guarantees sam	BF Breaks: No			

	residing in Malta	14 weeks Comp.: 4 weeks before, 6 after birth Parental leave: For either parent 3 months unpaid until child is 8 years Can be taken in one or several 1-month periods Adoption leave: Same as parental leave	Employment + Industrial Relations Act: <i>Insured workers:</i> 100% 14 weeks Social Security <i>Other workers:</i> Flat rate 13 weeks Social Security Parental benefits: Unpaid Adoption benefits: Unpaid	free hospital and care at birth Soc. Sec.	work from 8 th month of pregnancy, transfer to day work or special leave, paid Pregnant, breastfeeding workers: no dangerous work (list exists), if necessary transfer or if impossible, special leave, paid	employ. + marriage, family affairs No dismissal during pregnancy, breast feeding or, if ill, for 5 weeks after end of maternity leave	e job and conditions If woman does not return to work after 6 months after maternity leave, she must reimburse maternity benefits to employer	provisions			
Moldova	Employees with contracts, private, public, etc. including apprentices, wives of employees	Maternity leave: 18 weeks 10 before, 8 after birth No comp. leave Parental leave: For either parent or caregiver <i>Partially paid</i> if child <3 years;	Maternity benefits: 100% 18 weeks Social Security Parental benefits: <i>Child <3years:</i> partially paid 3 years Social Security <i>Child <3-6 years>:</i> unpaid Adoption benefits: 100%	No inform.	Pregnant workers, mothers on maternity leave, mothers of child < 3 years: no night work, no overtime, no shift work All female workers: no heavy, arduous, dangerous, underground work; pregnant, breast feeding	Non-discrimin./ employ. No refusal of job or wage reduction because of pregnancy, or of child <6 years No dismissal of pregnant,	Job guarantee Not explicit, but no dismissal of mother of child under 6 years	BF Breaks: No provisions			√

		<i>unpaid</i> if child <3-6 years> Adoption leave: period until child is 8 weeks + parental leaves, paid + unpaid	8 weeks Social Security + Parental benefits (partially paid + unpaid leaves)		workers: in these conditions, can request transfer	breast feeding worker, mother of child <6 years					
Montenegro	No information	Maternity leave: 52 weeks	Maternity benefits: No information	No inform.	No information	No inform.	Job guarantee No information	BF Breaks: No information			√
Netherlands	All female workers	Maternity leave: 16 weeks Comp.: 4 weeks before, 6 weeks after birth Paternity leave: 2 days within 1 month of birth Parental leave: 26 weeks unpaid to be taken full or part-time in one period until child is 8	Maternity benefits: 100% up to max. 16 weeks Social Security Paternity benefits: 100% 2 days Employer Parental benefits: Unpaid Adoption benefits: 100% up to max. 4 weeks Social Security	No inform.	Pregnant worker, mother of child <6 months, BF mother: entitled to special work conditions, rest time, rest room, special schedule; no night work, no workday >10 hours, no dangerous work (risk assessment, adaptation of conditions, transfer if necessary)	Non-discrimin./employ. + to sex, family No pregnancy testing No dismissal during pregnancy, maternity leave + 6 weeks after return Burden of proof on employer	Job guarantee Not explicit but no dismissal for 6 weeks after return from maternity leave	BF Breaks: Time as required: max. 1 hour/4 work hours 9 months Paid BF Facilities: Rest room with lying space for pregnant and breast feeding workers			√

		years Other work schedule possible Adoption leave: 4 weeks in period of 18 weeks, from 2 weeks before child arrives									
Norway	Employees in private, public sectors, with restrictions regarding military, fishing, aviation, who are covered or not by other legislation	Parental leave: 12 months for either parent, includes: Maternity leave: For mothers only 6 weeks Comp.: 6 weeks post- natal + possible 12 weeks pre- natal + Non- comp.: For mothers only 12 weeks pre-natal Paternity leave:	Maternity benefits: See parental benefits Paternity benefits: See parental benefits Parental benefits: For all types of leave: same amount for entire leave; same % for either parent; amount decided by parents: 80% for 57 weeks or 100% for 47 weeks Benefits until child is 3 years; if another child is born, benefits for 1 st one cease, but those for 2 nd child	Primary health care under municipal respons., pre-natal, post-natal care included	All workers: breaks after a certain number of work hours; entitlement to rest on Sundays, special holidays; overtime allowed only for specific reasons Pregnant workers: night work allowed, no work in dangerous, difficult situations: chemical, stress, arduous, etc. Possibility of transfer or temporary suspension (with pay)	Non- discrimin./ employ. of any worker or based on sex Specific protection of female workers during reproduct. No pregnancy testing No dismissal during pregnancy, parental leave Burden of proof on employer	Job guarantee not specifically mentioned	BF Breaks: 2X30 min/day or shorter workday As long as breast feeding continues Unpaid			

		<p>For fathers only 12 weeks + Leave of absence: After parental leave, possibility of 12 extra months Adoption leave: same as parental leave + 2 weeks at arrival of child Part-time: All forms of leave can be part-time Until child is 3 years Other leaves: If ill child or other family member</p>	<p>begin All benefits are paid by Social Insurance Adoption benefits: Same as maternity, paternity, parental Social insurance Part-time benefits: pro rata of time worked Employer Other benefits: lump sums, grants, etc. for families with financial difficulties</p>								
Poland	No information	Maternity leave: 20 weeks	Maternity benefits: 100% 20 weeks Social Insurance Fund	No inform.	No information	No inform.	Job guarantee No information	BF Breaks: No information		√	
Portugal	Employed,	Whole	Maternity	Pre-natal	Pregnant, breast	Non-	Job	BF Breaks:			√

	self-employed workers	<p>parental leave: maternity, paternity + parental leaves: Unclear: For both parents Option of 17-21 weeks + 4 weeks if each parent has taken 4 weeks Total possible = 21 or 25 weeks Maternity leave: For mothers only 6 weeks Comp.: 6 weeks after birth Paternity leave: For fathers only 2 weeks compulsory + 2 weeks optional + Parental</p>	<p>benefits: <i>Prenatal family benefits:</i> Amount unknown From 13 weeks of pregnancy, to birth Social Security <i>Maternity benefits:</i> 100% or 80% depending on length or parental leave Social security Paternity benefits: 100% 2 weeks Parental benefits: 100% for 17 weeks or 80% for 21 weeks If entitled to 4 extra weeks: 100% for 21 weeks or 83% for 25 weeks Social security Adoption benefits: same as parental benefits Social Security</p>	visits covered. No inform.concerning other health care services	<p>feeding workers and mothers of child <16 weeks: no night work, no dangerous work. Transfer possible. Pregnant worker, parent of child <12 months: no overtime</p>	<p>discrimin./employ. No discrim. in general No pregnancy tests No dismissal during pregnancy, breast feeding, parental leave Burden of proof on employer</p>	guaranteenot explicit	2X60 min/day 12 months Paid? Also for bottle feeding mothers and if no facilities, for all mothers and fathers			
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		<p>leave: For either parent 9 weeks or 13 weeks (sub total: 17 or 21 weeks) + 4 weeks if each parent has taken 4 weeks (Whole parental leave total: 21 or 24 weeks) Adoption leave: Same as total parental leave above</p>									
Romania	Women with individual contracts of employment + Unemployed workers	<p>Maternity leave: 18 weeks Comp: 6 weeks after birth Paternity leave: 5 days (10 days if mother has followed pre-natal course)</p>	<p>Maternity benefits: 18 weeks 85% State Health Insurance Paternity benefits: 100% 5 or 10 days Employer Parental benefits: <i>12 months:</i> 75% or</p>	<i>Insured persons:</i> Maternity (pre-, post-natal care) care covered by State Health Insurance	Pregnant, breast feeding workers: not obliged to do night work, no dangerous work Transfer possible or leave taken before child is born (paid)	Non-discrimin./employ. based on sex No dismissal during pregnancy, breast feeding, leaves + 6 months after	Job guarantee explicit: same job, same conditions + entitled to improvements in salary, etc.	BF Breaks: 2X60 min /day 12 months Paid BF Facilities: on or near place of work, sanitary conditions	√		√

		<p>Parental leave (Child care leave): 12 months paid + 12 months unpaid If child is disabled, 36 months paid</p> <p>Adoption leave: Same as natural parents</p>	<p>max/month or <i>24 months:</i> 75% or max/month + <i>2nd year:</i> unpaid leave (contradiction?) State Health Insurance</p>			<p>returning to work Burden of proof on employer</p>					
Russian Federation	<p>Employed women including students, women working in collective organ., also registered unemployed</p>	<p>Maternity leave: 20 weeks No comp. leave</p> <p>Parental leave (Child care leave): Until child is 3 years, upon request</p> <p>Adoption leave: For 10 weeks after birth of child, by either parent + Parental leave</p>	<p>Maternity benefits: Pre-natal grant: lump sum for mother registering pregnancy <12 weeks pregnancy Social Insurance Fund</p> <p>Birth grant: lump sum given at birth Social Insurance Fund</p> <p>Maternity allowances: 100% with max. 20 weeks Social Insurance Fund</p> <p>Parental benefits: 40% with max.</p>	<p>Pre-, post-natal care, care during birth: covered by Soc. Insurance Fund Food for pregnant, breast feeding women and children <3 years if needed</p>	<p>All female workers: no difficult, dangerous, arduous jobs, no underground work Pregnant workers: no night work, no overtime, no dangerous work (specific fields mentioned) Transfer possible, same salary Pregnant workers, Mothers of children < 3 years: no overtime, shift work</p>	<p>Non-discrimin./employ. No refusal to employ pregnant women or mothers No dismissal during pregnancy, until child is 3 years (14 years for single mothers, 18 years for disabled child)</p>	<p>Job guarantee Job maintained until end of child care leave</p>	<p>BF Breaks: 30 min/3 hours or shorter workday 18 months Paid</p>		√	

		Part-time: allowed for pregnant worker, caregiver	18 months Social Insurance Fund Adoption benefits: 100% 10 weeks (until child is 3 months) Social Insurance Fund + Parental benefits								
San Marino	All citizens of San Marino	Maternity leave: 20 weeks Comp.: 9 weeks after birth Parental leave: for either parent 5 months before child is 12 months No parental leave for homemaker Adoption leave: Same as parental leave	Maternity benefits: 100% 20 weeks Social Security Parental benefits: Unpaid leave	Social Security covers all health care, but no specific mention of which services	Pregnant workers, mothers of child <7 months: no night work	Non-discrimin./employ. Non- including by sex	Job guarantee Not explicit except after parental leave	BF Breaks: 2X60 min/day 8 weeks Paid + 2X60 min/day 10 extra months Unpaid		√	
Serbia	Employed women	Maternity leave: 16 weeks Comp.: 4 weeks	Maternity benefits: <i>Maternity grant:</i> Fixed amount	All health care during pregnancy and until	Pregnant workers: no dangerous work including heat, vibrations,	Non-discrimin./employ. Either direct/	Job guarantee Not explicit	BF Breaks: No provisions			√

		before, 12 after birth Paternity leave: 7 days/year for special events Parental leave: (for mothers only?) 1 year for 1 st two children 2 years for 3 rd child and subsequent	<i>Maternity benefits:</i> 100% (or less depending on affiliation to Social Insurance: min. and max. amounts) 1 year for 1 st two children; 2 years for 3 rd and more children Social Security	child is 12 months Soc. Sec.	arduous work	indirect No pregnancy tests No dismissal during pregnancy and leaves Burden of proof on employer					
Slovakia	Individual and collective labour agreements	Maternity leave: 28 weeks for mother Comp.: at least 6 weeks after birth If child ill, leave can be interrupted and taken up later, until child is 3 years Paternity leave: Up to 22 weeks for father for weeks mother has	Maternity benefits: <i>Insured mothers:</i> 55% 28 weeks Social Insurance Paternity benefits: <i>Insured fathers:</i> 55% Max. 22 weeks (if mother has not taken leave benefits) Social Insurance Parental benefits: <i>Insured parents:</i> Fixed amount 4 weeks after 28 weeks maternity/ paternity leave, until child is 3	Universal coverage of medical health care Soc. Sec.	Pregnant, parents of child <3-15 years>: employer to accommodate working hours, including night work, overtime with consent Women of reproductive age: no dangerous work (list exists) Pregnant, breast feeding workers, mothers of infants <9 months: no carcogenic exposure, radiations, etc. Possibility of	Non-discrimin./employ. equality between sexes concerning work conditions No dismissal during pregnancy, maternity, paternity, parental leave until child is 3 years	Job guarantee Not explicit	BF Breaks: 2X30 min/day 6 months Paid + 1X30 min/day 6 extra months Paid Or shorter workdays BF Facilities: Rest rooms for women workers			√

		not taken Parental leave: For mother or father 4 weeks until child is 3 years Adoption leave: 22 weeks until child is 8 months + parental leave	years Social Insurance Adoption benefits: 55% 22 weeks + 4 weeks (parental benefits) Social Insurance		transfer or temporary suspension of work (with pay)						
Slovenia	Insured mothers or person who replaces them (caregiver, father)	Maternity leave: 15 weeks Comp.: 4 weeks before birth Paternity leave: 13 weeks, 2 weeks of which to be taken before child is, 6 months rest to be taken before child is 3 years Parental leave: 39 weeks for either	Maternity benefits: <i>Insured mothers:</i> 100% 15 weeks Social Security Paternity benefits: <i>Insured fathers:</i> 100% 2 weeks by Employer + 11 weeks by Social Security Parental benefits: <i>Insured parents:</i> 100% 39 weeks Social Security <i>Non-insured parents</i> (either parent)	Pre-natal, post-natal care, hospital care at birth, home care. Soc. Sec.	Pregnant, breast feeding worker, mother of child <1year: no night work, overtime, dangerous work; if possible transfer , if not leave with pay compensation Parent of child <3 years: consent needed for night work, overtime	Non-discrimin./employ. In access to jobs, or during employ. No pregnancy tests No dismissalf or mothers during breast feeding, or for parents during parental leave Burden of proof on	Job guarantee Not explicit after maternity, parental leaves but as dismissal is forbidden during leave, re-employment is implicit	BF Breaks: 1X60 min/day For time woman is breast feeding Paid BF Facilities: With beds for pregnant, breast feeding workers			√

		parent after maternity leave Adoption leave: 21 weeks for child 1-4 (months, years?) and 17 weeks for child 4-10 (months, years?) Part-time: either parent, until child is 3 years, must work at least 50%	Fixed sum 39 weeks Social Security Adoption benefits: 100% 21 or 17 weeks depending on age of child Social Security			employer					
Spain	All women voluntarily employed, including private sector	Maternity leave: 16 weeks Comp.: 6 weeks after birth Paternity leave: 4 weeks Parental leave: Unpaid leave, 3 years Adoption leave: same as paternity +	Maternity benefits: <i>Insured workers:</i> 100% 16 weeks Social Security Paternity benefits: 100% 2 weeks Social Security Parental benefits: Unpaid leave	All health care (pre-, post-natal, birth) covered Soc. Sec.	Pregnant women, workers who have recently given birth, breastfeeding workers: no night work if dangerous, no dangerous work Transfer possible with same pay, or temporary suspension with pay (by Soc. Sec.)	Non-discrimin./employ. or in general No dismissal during pregnancy, maternity and other leaves	Job guarantee Expl icit: same job, pay + other benefits guaranteed after maternity leave and 1 year parental leave; after that other job at same conditions is guaranteed	BF Breaks: <i>For breast feeding mothers:</i> 2X30 min/day or shorter working day 9 months Paid <i>For all mothers or fathers:</i> 1X30 min/day or shorter working day	√	√	

		parental leave Part-time: At least 5%/day									
Sweden	All working women	<p>Maternity leave: 14 weeks Comp.: 2 weeks (not mentioned when) Paternity leave: 2 weeks Parental leave: For either parent or other caregiver Half to each parent 18 months (480 days: approx. 69 weeks: 14 + 2 + 52 weeks) Adoption leave: Same as parental leave, until child is 8 years Part-time: From 1/8 to</p>	<p>Maternity benefits: See parental benefits Paternity benefits: See parental benefits Parental benefits: <i>For qualifying parents:</i> 80% for 56 weeks + fixed sum for remaining 13 weeks (90 days) <i>For non-qualifying parents:</i> Basic amount for 56 weeks + fixed daily sum for remaining 13 weeks (90 days) Part-time benefits: Paid in proportion of time worked All benefits paid by Social Insurance Funds</p>	<p><i>Insured persons</i> are paid back expenses of pre-, post-natal and birth Social Insurance Fund</p>	<p>All workers: employer responsible for healthy, non-dangerous workplace Workplace adapted to workers' possibilities Pregnant workers: necessarily to adapt job to their capacity; if not possible, transfer or temporary leave. In this case they are paid but lose other benefits (seniority, etc.)</p>	<p>Non-discrim./employ. or based on sex at work; efforts to balance work and family respons. No dismissal during pregnancy, maternity, parental leave Burden of proof on employer</p>	<p>Job guarantees same job, same conditions</p>	<p>BF Breaks: Provisions exist but no further information</p>			

		3/4 (75%)less time until child is 8 years									
Switzerland	Women employed in private, public sectors, with many exceptions (no family enterprises, domestic workers; many public administer. excluded) Unemployed and self-employed included Many categories covered by different laws	Maternity leave: <i>Federal:</i> 14 weeks <i>Cantonal:</i> various lengths, min. is 14 weeks <i>Geneva:</i> 16 weeks Comp.: 8 weeks after birth Paternity leave: <i>Cantonal</i> Some provisions Adoption leave: <i>Geneva:</i> same as maternity leave	Maternity benefits: <i>Insured workers:</i> 80% 14 or 16 weeks Assurance Perte de Gains (Insurance fund contributions by employers, employees) <i>Employees of the Confederation:</i> 100% 16 weeks Adoption benefits: <i>Geneva:</i> same as maternity benefits	All health care services (pre-, post-natal and birth) are covered Compuls. Health Insurance	Pregnant, breast feeding workers: no night work, overtime (max. 9 hours/day), no work with microorganisms, radiation Pregnant workers: no standing for long periods, no dangerous substances, weights, etc. (long list provided) Risk assessment by official expert Transfer possible; if not, temporary paid leave (80%)	Non-discrimin./employ. Or in general regarding maternity for access to jobs, etc. No dismissal during pregnancy, leave (16 weeks) Burden of proof on employer	Job guaranteed during leave but not explicitly same job, same conditions	BF Breaks: allowed during work day at workplace 12 months Paid 100% if breaks taken at work; paid 50% if breaks taken as shorter workday Pregnant, breast feeding workers can cease work if they want			√
Tajikistan	Employed persons in private, public enterprises, associations	Maternity leave: 20 weeks Comp.: 10 before, 10 after birth Parental leave: 18 months	Maternity benefits: 100% 20 weeks Paid by Soc. Sec. Parental benefits: <i>Child <18 months:</i> Amount not specified	No inform.	Female workers: No dangerous work, underground work Female workers, fathers caring for children: No night work	Non-discrimin./employ. No refusal to access job because of maternity, care of	Job guarantee Same post, same pay, but not seniority	BF Breaks: 1X30 min/3 hours or shorter workdays 18 months Paid Breaks for mothers and		√	

		(paid) + 18 months (unpaid) Adoption leave: 10 weeks from time child arrives + parental leave (paid + unpaid) Part-time: Possible for pregnant workers, mother/father of child (14 years)	Social Security <i>Child <18-36 months></i> : unpaid leave Adoption benefits: 100% 10 weeks + parental benefits (paid + unpaid) Social Security		Pregnant workers: no dangerous work, or transfer possible with same pay Pregnant workers, mothers of children <3 years, fathers caring for children: no overtime, work on weekends, no business trips; part-time work if requested Mothers of children <3-14 years> : no overtime, work on weekends, holidays except with consent	child, etc. No dismissal during pregnancy, until child is 3 years or older if disabled		fathers			
Turkey	No information	Maternity leave: 16 weeks Comp.: 8 weeks after birth Parental leave: 6 months unpaid after maternity leave	Maternity benefits: <i>Insured workers:</i> 66.6% 16 weeks Social Security Parental benefits: Unpaid	Health care services covered or lump sum given to cover costs for pre-, post-natal and birth Soc. Sec.	Pregnant workers: special protective measures exist but not specified which ones Transfer to other post possible if physician deems necessary, same pay	Non-discrimin./employ. No dismissal based on maternity, pregnancy, family repons. Burden of proof on either employer	Job guarantee Not explicit if same job, same pay	BF Breaks: 90 min/day Frequency + time decided by the mother 12 months Paid			

						or employee depending on situation					
Ukraine	No information	Maternity leave: 18 weeks No comp. leave but 10 weeks before, 8 weeks after birth	Maternity benefits: 100% 18 weeks Social Security	No inform.	No information	No inform.	Job guarantee No information	BF Breaks: No information		√	
United Kingdom	Employed person with contract, including registered unemployed	Maternity leave: Ordinary Leave + Additional Leave: 26 + 26 weeks = 52 weeks Comp.: 2 weeks after birth Paternity leave: 1 or 2 weeks before child is 8 weeks + If mother has returned to work from 20-52 weeks after birth, father can take	Maternity benefits: Statutory Maternity Pay (SMP): <i>Weeks 1-6:</i> 80% <i>Weeks 7-39:</i> Fixed amount or 90% Employer <i>Weeks 40-52:</i> Amount? Paid by? Maternity Allowances (MA): (Mother does not qualify for SMP): Weekly payment No further information Employment and Support Allowances (ESA):	Health care covered during pregnancy till child is 1 year Dental care, medication included Child health care included until 16 years Soc. Sec.	Pregnant, breast feeding workers, mother of child <6 months: no night work if medically requested, no dangerous work, risk assessment; transfer if necessary. If not practicable, woman is temporarily suspended, with pay	Non-discrimin./employ. conditions, access to job, etc. No dismissal during pregnancy or any leaves Burden of proof on employer	Job guarantee During mat. leave benefits of the worker continue, as well as workers' obligations <i>After maternity leave + <4 weeks parental leave:</i> same job, same conditions; <i>If >4 weeks parental leave:</i> same or appropriate + suitable job	BF Breaks: No legal obligations but possibility with certificate BF Facilities: Rest room for pregnant, nursing workers, but BF facilities not compulsory			

		<p>26 weeks Parental leave: For either parent of child <5 years 13 weeks (specific conditions) Adoption leave: 52 weeks (26 Ordinary Adoption Leave + 26 Extra Adoption Leave) Part-time: possible, qualifying conditions</p>	<p>(Mother does not qualify for MA): No further infor. Paternity benefits: Fixed sum or 90% of salary 1 or 2 weeks Employer, who is reimbursed 92% if father takes 26 weeks (because mother returned to work) Parental benefits: Unpaid leave Adoption benefits: Weeks 1-6:90% Weeks 7-39: fixed sum or 90%. Weeks 40-52:? Amount? Paid by?</p>								
Uzbekistan	All women residing in State Child caregiver in case of Child care leave	<p>Maternity leave: 18 weeks No comp.: but 10 weeks before, 8 weeks after birth Parental leave: Child <2 years (paid) + 1 year</p>	<p>Maternity benefits: 100% 18 weeks Social Security Parental benefits: Years 1 + 2: 20% of min. wage Social Security Year 3: Unpaid leave Adoption benefits: Amount not</p>	No inform.	<p>Female workers: No underground work, dangerous work (list) Pregnant workers, mothers of children < 14 years, fathers, caregivers: no night work, overtime, work on rest days without consent (or certificate for</p>	<p>Non-discrimin./employ. in access to jobs, etc. based on sex, maternity No refusal to employ pregnant woman, mother of child under</p>	<p>Job guaranteeFor mer job retained while worker on various leaves</p>	<p>BF Breaks: 30 min/3 hours to feed child or shorter work day 60 min/3 hours if two children <2 years 24 months Paid? For father, caregiver,</p>		√	

		<p>(unpaid) Adoption leave: 8 weeks from date of adoption + parental leave Part-time: until child is 14, upon request</p>	<p>specified 10 weeks Social Security</p>		<p>children <3 years) Transfer for pregnant workers, mothers of child <2years if dangerous job cannot be adapted, no loss of pay</p>	<p>3 years without express explan. No dismissal during pregnancy, until child is 3 years Court judgment in case of discrimin, dismissal</p>		<p>mother</p>			
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