

Appendix B: International comparison of maternity leave benefits

Maternity leave benefits, as of 1998³⁷²

<i>Country or area</i>	<i>Length of maternity leave in covered period</i>	<i>Percentage of wages paid</i>	<i>Provider of coverage</i>
Developed regions			
Australia*	1 year	0	--
Austria*	16 weeks	100	Social Security
Belarus	126 days	100	Social Security
Belgium*	15 weeks	82% for 30 days, 75% thereafter ^a	Social Security
Bulgaria	120-180 days	100	Social Security
Canada*#	17-18 weeks	55 for 15 weeks	Unemployment Insurance
Croatia	6 months+4 weeks	..	..
Czech Republic*	28 weeks	..	..
Denmark*	18 weeks ^b	100 ^a	Social Security
Estonia	18 weeks	..	..
Finland*	105 days	80	Social Security
France*#	16-26 weeks	100	Social Security
Germany*#	14 weeks	100	Social Security to ceiling; employer pays difference
Greece*	16 weeks	75	Social Security
Hungary*	24 weeks	100	Social Security
Iceland*	2 months	Flat rate	Social Security
Ireland*	14 weeks	70% or fixed rate ^a	Social Security
Italy*#	5 months	80	Social Security
Japan*#	14 weeks	60	Health insurance
Liechtenstein	8 weeks	80	Social Security
Luxembourg*	16 weeks	100	Social Security
Malta	13 weeks	100	Social Security
Netherlands*#	16 weeks	100	Social Security
New Zealand*#	14 weeks	0	--
Norway*	18 weeks	100, and 26 extra paid weeks by either parent	Social Security
Poland*	16-18 weeks	100	Social Security
Portugal*	98 days	100	Social Security
Romania	112 days	50-94	Social Security
Russian Federation	140 days	100	Social Security
Spain*	16 weeks	100	Social Security

³⁷² This table is a reproduction of the table at [www.un.org/Depts/unsd/ww2000/table 5c.htm](http://www.un.org/Depts/unsd/ww2000/table%205c.htm). Marking of countries as OECD countries and Australia's top 20 trading partners has been added.

Sweden*	14 weeks	450 days paid parental leave: 360 days at 75% and 90 days at flat rate	Social Security
Switzerland*	8 weeks	100	Employer
Ukraine	126 days	100	Social Security
United Kingdom*#	14-18 weeks	90 for 6 weeks, flat rate after	Social Security
United States*#	12 weeks ^c	0	--
Africa			
Algeria	14 weeks	100	Social Security
Angola	90 days	100	Employer
Benin	14 weeks	100	Social Security
Botswana	12 weeks	25	Employer
Burkina Faso	14 weeks	100	Social Security/Employer
Burundi	12 weeks	50	Employer
Cameroon	14 weeks	100	Social Security
Central African Rep.	14 weeks	50	Social Security
Chad	14 weeks	50	Social Security
Comoros	14 weeks	100	Employer
Congo	15 weeks	100	50% Employer/ 50% Social Security
Côte d'Ivoire	14 weeks	100	Social Security
Dem. Rep. of the Congo	14 weeks	67	Employer
Djibouti	14 weeks	50 (100% for public employees)	Employer/ Social Security.
Egypt	50 days	100	Social Security/ Employer
Equatorial Guinea	12 weeks	75	Social Security
Eritrea	60 days	..	..
Ethiopia	90 days	100	Employer
Gabon	14 weeks	100	Social Security
Gambia	12 weeks	100	Employer
Ghana	12 weeks	50	Employer
Guinea	14 weeks	100	50% Employer/ 50% Social Security
Guinea-Bissau	60 days	100	Employer/ Social Security.
Kenya	2 months	100	Employer
Lesotho	12 weeks	0	--
Libyan Arab Jamahiriya	50 days	50	Employer
Madagascar	14 weeks	100 ^a	50% Employer/

			50% Social Security
Mali	14 weeks	100	Social Security
Mauritania	14 weeks	100	Social Security
Mauritius	12 weeks	100	Employer
Morocco	12 weeks	100	Social Security
Mozambique	60 days	100	Employer
Namibia	12 weeks	as prescribed	Social Security
Niger	14 weeks	50	Social Security
Nigeria	12 weeks	50	Employer
Rwanda	12 weeks	67	Employer
Sao Tome and Principe	70 days	100 for 60 days	Social Security
Senegal	14 weeks	100	Social Security
Seychelles	14 weeks	flat rate for 10 weeks	Social Security
Somalia	14 weeks	50	Employer
South Africa	12 weeks	45	Unemployment Insurance
Sudan	8 weeks	100	Employer
Swaziland	12 weeks	0	--
Togo	14 weeks	100	50% Employer/ 50% Social Security
Tunisia	30 days	67	Social Security
Uganda	8 weeks	100 for one month	Employer
United Rep. of Tanzania	12 weeks	100	Employer
Zambia	12 weeks	100	Employer
Zimbabwe	90 days	60/75	Employer

Latin America and the Caribbean

Antigua and Barbuda	13 weeks	60	Social Security + possible employer supplement
Argentina	90 days	100	Social Security
Bahamas	8 weeks	100	40% Employer/ 60% Social Security
Barbados	12 weeks	100	Social Security
Belize	12 weeks	80	Social Security
Bolivia	60 days	100% of national minimum wage + 70% of wages above minimum wage	Social Security
Brazil	120 days	100	Social Security
Chile	18 weeks	100	Social Security
Colombia	12 weeks	100	Social Security
Costa Rica	4 months	100	50% Employer/ 50% Social Security
Cuba	18 weeks	100	Social Security

Dominica	12 weeks	60	Social Security/ Employer
Dominican Republic	12 weeks	100	50% Employer/ 50% Social Security.
Ecuador	12 weeks	100	25% Employer/ 75% Social Security
El Salvador	12 weeks	75	Social Security
Grenada	3 months	100 (2 months), 60% for 3rd month	Social Security/ Employer
Guatemala	12 weeks	100	33% Employer/ 67% Social Security
Guyana	13 weeks	70	Social Security
Haiti	12 weeks	100 for 6 weeks	Employer
Honduras	10 weeks	100 for 84 days	33% Employer/ 67% Social Security
Jamaica	12 weeks	100 for 8 weeks	Employer
Mexico*	12 weeks	100	Social Security
Nicaragua	12 weeks	60	Social Security
Panama	14 weeks	100	Social Security
Paraguay	12 weeks	50 for 9 weeks	Social Security
Peru	90 days	100	Social Security
Saint Lucia	13 weeks	65	Social Security
Trinidad and Tobago	13 weeks	60-100	Social Security/Employer
Uruguay	12 weeks	100	Social Security
Venezuela	18 weeks	100	Social Security
Asia			
Afghanistan	90 days	100	Employer
Azerbaijan	18 weeks	..	..
Bahrain	45 days	100	Employer
Bangladesh	12 weeks	100	Employer
Cambodia	90 days	50	Employer
China#	90 days	100	Employer
Cyprus	16 weeks	75	Social Security
India#	12 weeks	100	Employer/ Social Security
Indonesia#	3 months	100	Employer
Iran (Islamic Republic of)	90 days	66.7 for 16 weeks	Social Security
Iraq	62 days	100	Social Security
Israel	12 weeks	75 ^a	Social Security
Jordan	10 weeks	100	Employer
Kuwait	70 days	100	Employer

Lao People's Democratic Rep	90 days	100	Social Security
Lebanon	40 days	100	Employer
Malaysia [#]	60 days	100	Employer
Mongolia	101 days	..	..
Myanmar	12 weeks	66.7	Social Security
Nepal	52 days	100	Employer
Pakistan	12 weeks	100	Employer
Philippines	60 days	100	Social Security
Qatar	40-60 days	100 for civil servants	Agency concerned
Republic of Korea ^{**}	60 days	100	Employer
Saudi Arabia [#]	10 weeks	50 or 100	Employer
Singapore [#]	8 weeks	100	Employer
Sri Lanka	12 weeks	100	Employer
Syrian Arab Republic	75 days	100	Employer
Thailand [#]	90 days	100 for 45 days then 50% for 15 days	Employer for 45 days, then Social Security.
Turkey [*]	12 weeks	66.7	Social Security
United Arab Emirates	45 days	100	Employer
Viet Nam [#]	4-6 months	100	Social Security
Yemen	60 days	100	Employer
Oceania			
Fiji	84 days	Flat rate	Employer
Papua New Guinea	6 weeks	0	--
Solomon Islands	12 weeks	25	Employer

Source: ILO, press release of 12 February 1998 (ILO/98/7).

^aUp to a ceiling.

^b10 more weeks may be taken up by either parent.

^cThe Family and Medical Leave Act (FMLA) of 1993 provided a total of 12 work weeks of unpaid leave during any 12-month period for the birth of a child and the care of the newborn. FMLA applies only to workers in companies with 50 or more workers.

* OECD country

One of Australia's top 20 trading partners as cited in Department of Foreign Affairs and Trade *Composition of Trade 2000-01* Commonwealth of Australia Canberra 2001, 50.

Technical notes:

The table presents data on maternity leave benefits currently available to women in countries surveyed by the ILO, including the length of time for which benefits are provided, the extent of compensation and the institution responsible for providing the coverage. The data presented were compiled by the ILO, based on information provided by countries as of 1998.