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Organization



► **Care at work**

Investing in care leave and services
for a more gender equal world of work

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First published 2022.

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Care at work: Investing in care leave and services for a more gender equal world of work

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Geneva: International Labour Office, 2022

ISBN: 978-92-2-036678-3 (print)

ISBN: 978-92-2-036679-0 (web PDF)

DOI: 10.54394/AQOF1491

care economy / maternity leave / paternity leave / parental leave / maternity protection / family responsibilities / childcare facilities / breastfeeding / gender equality / ILO convention / application / social policy / employment protection / survey / statistical analysis / ILO pub

03.01.5

Also available in French: *Soin à autrui au travail: Investir dans les congés et services de soin à autrui pour plus d'égalité de genre dans le monde du travail*, ISBN 978-92-2-036680-6 (print), 978-92-2-036681-3 (web PDF); and in Spanish: *Los cuidados en el trabajo: Invertir en licencias y servicios de cuidados para una mayor igualdad de género en el mundo del trabajo*, ISBN 978-92-2-036682-0 (print), 978-92-2-036683-7 (web PDF).

ILO Cataloguing in Publication Data

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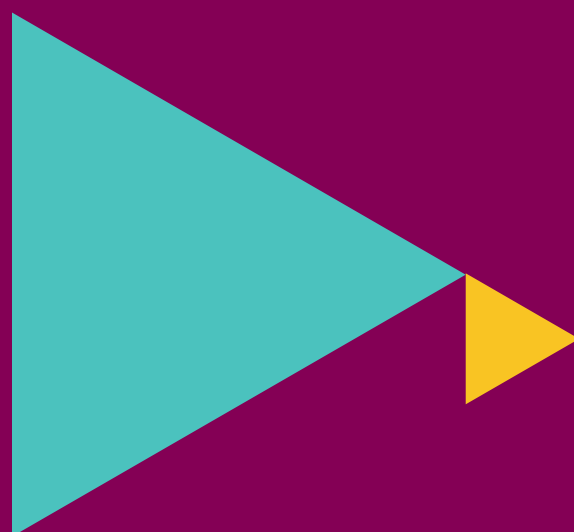
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Design and layout by Candy Factory

Printed in France, ICA



Annex. Country-level data, definitions, methodology and sources



► **Table A.1. Maternity leave**

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Africa												
Northern Africa												
Algeria	14 weeks	No	100	Social insurance only		Aligned	Yes	No	No explicit protection	Employer not required to prove	Not guaranteed	No prohibition
Egypt	90 days (13 weeks)	No	100	Social insurance only		Not aligned	No	No	Pregnancy, leave, as a result of	Employer not required to prove	Not guaranteed	No prohibition
Libya	14 weeks	No	100	Contributory scheme and employer liability		Aligned	Yes (social insurance)	No	Pregnancy, leave	Not specified	Not guaranteed	No prohibition
Morocco	14 weeks	No	100 (up to maximum 1 812.98 dirhams per month)	Social insurance only	2011	Aligned	Certain self-employed excluded ¹	No	Pregnancy, leave	Employer must prove	Same position	No prohibition
Sudan	8 weeks	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer not required to prove	Not guaranteed	No prohibition
Tunisia	30 days (4 weeks)	No	66.7	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	Not provided
Sub-Saharan Africa												
Angola	13 weeks (3 months)	No	100	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Benin	14 weeks	No	100	Social insurance only	2012	Aligned	No	No	Pregnancy, leave, as a result of	Employer not required to prove	Not guaranteed	No prohibition
Botswana	12 weeks	No	50	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Burkina Faso	14 weeks	No	100 up to a ceiling (600 000 CFA francs per month are the max monthly earnings from which to calculate)	Social insurance only	2013	Aligned	No	No	Pregnancy, leave	Employer must prove	Not guaranteed	Implicit
Burundi	12 weeks	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, as a result of	Employer not required to prove	Not guaranteed	No prohibition
Cabo Verde	9 weeks (60 days)	Exceptional circumstances	90	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	No prohibition

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Africa												
Sub-Saharan Africa												
Cameroon	14 weeks	No	100	Social insurance only		Aligned	No	No	Pregnancy, leave	Employer not required to prove	Not guaranteed	No prohibition
Central African Republic	14 weeks	No	50	Social insurance only		Not aligned	No	No	No explicit protection	Employer not required to prove	Same position	No prohibition
Chad	14 weeks	No	100	Contributory scheme and employer liability		Aligned	No	No	Pregnancy, leave	Employer must prove	Not guaranteed	No prohibition
Comoros	14 weeks	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer must prove	Not guaranteed	No prohibition
Congo	15 weeks	No	100	Contributory scheme and employer liability		Aligned	No	No	No explicit protection	Employer not required to prove	Not guaranteed	No prohibition
Côte d'Ivoire	14 weeks	No	100	Social insurance only		Aligned	No	No ²	Pregnancy, leave, additional period	Employer not required to prove	Same position	Implicit
Democratic Republic of the Congo	14 weeks	No	100	Social insurance only		Aligned	Yes (voluntary)	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	Explicit
Djibouti	14 weeks	No	100	Contributory scheme and employer liability	2020	Aligned	No	No	Pregnancy, leave	Employer not required to prove	Not guaranteed	No prohibition
Equatorial Guinea	12 weeks	No	75	Social insurance only		Not aligned	Yes (voluntary)	No	Pregnancy, leave	Employer not required to prove	Same position	No prohibition
Eritrea	9 weeks (60 days)	No	Paid (amount unidentified)	Employer liability		Not aligned	No	No	Leave, as a result of	Employer not required to prove	Same position ³	No prohibition
Eswatini	12 weeks (2 paid)	No	100 for 2 weeks	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer not required to prove	Same position or equivalent	No prohibition
Ethiopia	17 weeks (120 days)	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Gabon	14 weeks	No	100	Social insurance only		Aligned	No	No	Pregnancy, leave, additional period	Employer not required to prove	Same position or equivalent	No prohibition
Gambia	26 weeks (6 months) ⁴	No	100 ⁵	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer must prove	Same position	No prohibition
Ghana	12 weeks	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, as a result of	Employer not required to prove	Not guaranteed	No prohibition
Guinea	14 weeks	No	100	Contributory scheme and employer liability		Aligned	No	No	Pregnancy, leave	Employer not required to prove	Not guaranteed	No prohibition
Guinea-Bissau	9 weeks (60 days)	No	100	Employer liability		Not aligned	Yes (voluntary)	No	No explicit protection	Employer not required to prove	Not guaranteed	No prohibition

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Africa												
Sub-Saharan Africa												
Kenya	13 weeks (3 months)	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, as a result	Employer must prove	Same position or equivalent	Implied
Lesotho	12 weeks	No	100 ⁶	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer must prove	Not guaranteed	No prohibition
Liberia	14 weeks	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period, as a result of	Employer must prove	Same position	Implicit
Madagascar	14 weeks	No	100	Contributory scheme and employer liability		Aligned	No	No	Pregnancy, leave	Employer not required to prove	Not guaranteed	No prohibition
Malawi	8 weeks ⁷	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, as a result of	Employer must prove	Same position or equivalent	Implicit
Mali	14 weeks	No	100	Social insurance only	2008	Aligned	Yes (voluntary)	No	Leave	Employer not required to prove	Not guaranteed	No prohibition
Mauritania	14 weeks	No	100 up to a ceiling (7,000 ouguiyas per month)	Social insurance only		Aligned	No	No	No explicit protection	Employer not required to prove	Not guaranteed	No prohibition
Mauritius	14 weeks	No	100	Employer liability	2019	Not aligned	No	Yes	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	Implicit
Mozambique	9 weeks (60 days)	No	100	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Namibia	12 weeks	No ⁸	100 up to a ceiling of 13 000 Namibian dollars a month	Contributory scheme and employer liability		Not aligned	Yes (voluntary)	No	Pregnancy, leave, additional period, as a result of	Employer not required to prove	Not guaranteed	Implicit
Niger	14 weeks	No	100	Contributory scheme and employer liability ⁹	2019	Aligned	No	No	Pregnancy	Employer must prove	Not guaranteed	No prohibition
Nigeria	12 weeks	No	50	Employer liability		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	No prohibition
Rwanda	12 weeks	No	100	Contributory scheme and employer liability ¹⁰		Not aligned	No	No	Leave	Employer not required to prove	Same position	No prohibition
Sao Tome and Principe	14 weeks	Exceptional circumstances	100	Social insurance only	2017	Aligned	No	No	Pregnancy, leave, additional period, as a result of	Employer must prove	Not guaranteed	No prohibition
Senegal	14 weeks	No	100	Social insurance only	2017	Aligned	No (unless women married to an insured man)	No	Leave	Employer not required to prove	Not guaranteed	No prohibition

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Africa												
Sub-Saharan Africa												
Seychelles	28 weeks (16 weeks paid and 12 weeks unpaid)	Exceptional circumstances	100 for 16 weeks	Contributory scheme and employer liability		Aligned	Yes	No	Pregnancy, leave	Employer not required to prove	Same position or equivalent	Implied
Sierra Leone	12 weeks (84 days) ¹¹	No	0	Employer liability		Not aligned	No	No	No explicit protection	Employer not required to prove	Not guaranteed	No prohibition
Somalia	14 weeks	No	50	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer not required to prove	Same position	Implicit
South Africa	17 weeks (4 months)	No	66 up to a ceiling (14 ,872 rand per month)	Social insurance only		Not aligned	No	Yes (10 weeks, also for same-sex couples)	Pregnancy, leave, additional period, as a result of	Employer must prove	Not guaranteed	No prohibition
South Sudan	13 weeks (90 days)	No	100	Employer liability		Not aligned	No	90 days	Pregnancy, leave	Employer not required to prove	Same position or equivalent	Implicit
Togo	14 weeks	No	100	Contributory scheme and employer liability		Aligned	Yes	No	Pregnancy, leave	Employer not required to prove	Not guaranteed	No prohibition
Uganda	12 weeks (60 working days)	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, as a result of	Employer must prove	Not guaranteed	No prohibition
United Republic of Tanzania	12 weeks (84 days)	No	Flat-rate	Social insurance only		Not aligned	Yes (voluntary)	No	Pregnancy, leave, as a result of	Employer must prove	Not guaranteed	Implicit
Zambia	14 weeks	No	100 ¹²	Employer liability		Not aligned	No	No	Pregnancy, leave, as a result of	Employer must prove liability	Not guaranteed	No prohibition
Zimbabwe	14 weeks (98 days)	No	100 ¹³	Employer liability		Not aligned	No	No	No protection	Employer not required to prove	Not guaranteed	Implicit
Americas												
Latin America and the Caribbean												
Antigua and Barbuda	13 weeks ¹⁴	No	60	Social insurance only		Not aligned	Yes	No	No protection	Employer not required to prove	Not guaranteed	No prohibition
Argentina	13 weeks (90 days)	No	100	Social insurance only		Not aligned	Yes	Yes (however it is only granted through judicial application)	Pregnancy, leave, additional period	Employer must prove	Same position	Explicit
Bahamas	12 weeks	No	100	Social insurance only		Not aligned	Yes	No	Pregnancy, leave	Employer must prove	Same position or equivalent	No prohibition

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Americas												
Latin America and the Caribbean												
Barbados	12 weeks	No	100 up to a ceiling (maximum weekly maternity benefit is 1 112 Barbados dollars)	Social insurance only		Not aligned	Yes	No	Pregnancy, leave	Employer not required to prove	Same position or equivalent	No prohibition
Belize	14 weeks	No	80 up to a ceiling (maximum weekly benefit is 384.00 Belize dollars)	Social insurance only	2005	Aligned	Yes	No	Pregnancy, leave, as a result of	Employer not required to prove	Not guaranteed	No prohibition
Bolivia (Plurinational State of)	13 weeks (90 days)	No	90	Social insurance only		Not aligned	Yes (voluntary)	No	Pregnancy, leave, additional period	Employer must prove	Same position	No prohibition
Brazil	17 weeks (120 days)	Exceptional circumstances	100	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer not required to prove	Same position	Explicit
British Virgin Islands	13 weeks	No	66.7 up to a ceiling (\$837 weekly)	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, as a result of	Employer must prove	Not guaranteed	Explicit
Chile	18 weeks	Yes (6 weeks); exceptional circumstances (all)	100 up to a ceiling (UF73.20 per month)	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer not required to prove	Same position	Implicit
Colombia	18 weeks	Exceptional circumstances	100	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position	Implicit
Costa Rica	17 weeks (4 months)	No	100	Contributory scheme and employer liability		Aligned	Yes	Yes	Pregnancy, additional period	Employer must prove	Same position or equivalent	No prohibition
Cuba	18 weeks	Exceptional circumstances	100	Social insurance only	2004	Aligned	No	No information found	Leave	Employer not required to prove	Same position	No prohibition
Dominican Republic	14 weeks	No	100	Social insurance only	2016	Aligned	No	No information found	Pregnancy, leave, additional period	Employer not required to prove	Same position	No prohibition
Ecuador	12 weeks	Exceptional circumstances	100	Contributory scheme and employer liability		Not aligned	Yes	Yes (15 days)	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
El Salvador	16 weeks	No	100	Social insurance only		Aligned	Yes (voluntary)	Yes (3 days)	Pregnancy, leave, additional period	Employer must prove	Same position	Explicit
Guatemala	12 weeks (84 days)	No	100	Social insurance only		Not aligned	No	Yes (54 days)	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	No prohibition
Guyana	13 weeks ¹⁵	No	70	Social insurance only		Not aligned	Yes	No	Pregnancy, as a result of	Employer not required to prove ¹⁶	Not guaranteed	Implicit
Haiti	12 weeks	No	100	Social insurance only		Not aligned	Yes (voluntary)	No	Pregnancy	Employer not required to prove	Same position	No prohibition
Honduras	12 weeks (84 days)	No	100	Contributory scheme and employer liability		Not aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Same position	No prohibition

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Americas												
Latin America and the Caribbean												
Honduras	12 weeks (84 days)	No	100	Contributory scheme and employer liability		Not aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Same position	No prohibition
Jamaica	12 weeks (8 paid)	No	100 (8 weeks)	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer must prove	Same position or equivalent	No prohibition
Mexico	12 weeks	Exceptional circumstances	100	Social insurance only		Not aligned	No	Yes	Pregnancy, leave, additional period	Employer must prove	Same position	Explicit
Nicaragua	12 weeks	No	100	Contributory scheme and employer liability		Not aligned	Yes (voluntary)	No	Pregnancy, leave	Employer not required to prove	Not guaranteed	Explicit
Panama	14 weeks	No	100	Social insurance only		Aligned	Yes (voluntary)	Yes (4 weeks)	Pregnancy, leave	Employer must prove	Not guaranteed	Explicit
Paraguay	18 weeks	Exceptional circumstances ¹⁷	100	Social insurance only		Aligned	No	Yes (mother only)	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Peru	14 weeks (98 days)	Exceptional circumstances	100 up to a ceiling (not specified in ISSA)	Social insurance only	2016	Aligned	Yes (voluntary)	Yes (30 days)	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	No prohibition
Saint Kitts and Nevis	13 weeks	No	65	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, additional period, as a result of	Employer must prove	Not guaranteed	No prohibition
Saint Lucia	13 weeks	No	65	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, as a result of	Employer must prove	Same position or equivalent	Implicit
Saint Vincent and the Grenadines	13 weeks	No	65	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, as a result of	Employer not required to prove	Not guaranteed ¹⁸	No prohibition
Suriname	16 weeks	Exceptional circumstances	100	Social insurance only		Aligned	No	Yes (6 weeks)	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	No prohibition
Trinidad and Tobago	14 weeks	No	100	Contributory scheme and employer liability ¹⁹		Aligned	No	No	Pregnancy, as a result of	Employer not required to prove	Same position or equivalent	No prohibition
Uruguay	14 weeks	No	100	Social insurance only		Aligned	Yes	Yes (6 weeks)	Pregnancy, leave	Employer not required to prove	Same position	No prohibition
Venezuela (Bolivarian Republic of)	26 weeks	No	100	Social insurance only		Aligned	Yes (voluntary)	Yes	Pregnancy, leave, additional period	Employer not required to prove	Same position	Explicit
Northern America												
Canada	17 weeks	No	55 up to a ceiling for 15 weeks (up to 595 Canadian dollars per week; up to 1 204 Canadian dollars over 15 weeks in Quebec)	Social insurance only		Not aligned	Yes (voluntary)	Yes	Pregnancy, leave, additional period	Employer not required to prove	Same position or equivalent	Implicit

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Americas												
Northern America												
United States of America	12 weeks	No	0 ²⁰	No statutory cash periodic benefit		Not aligned	No	Yes	Pregnancy, leave	Employer not required to prove	Same position or equivalent	Implicit
Arab States												
Bahrain	11 weeks (75 days – 60 paid, 15 unpaid)	No	100 (60 days)	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period, as a result of	Employer must prove	Not guaranteed	No prohibition
Iraq	14 weeks	No	100	Employer liability		Aligned	No	No	Leave	Employer not required to prove	Same position or equivalent	No prohibition
Jordan	10 weeks	No	100	Social insurance only		Not aligned	No	No	Pregnancy, leave	No information found	Not guaranteed	No prohibition
Kuwait	27 weeks (70 days plus 4 months unpaid)	No	100 for 70 days; 0 for remaining 4 months	Employer liability		Not aligned	No	No	Leave, additional period	Employer not required to prove	Not guaranteed	no prohibition
Lebanon	7 weeks	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave	No information found	Not guaranteed	No prohibition
Oman	7 weeks (50 days)	No	100	Employer liability		Not aligned	No	No	Leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Qatar	7 weeks (50 days)	No	100	Employer liability		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	No prohibition
Saudi Arabia	10 weeks	No	50–100 ²¹	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Syrian Arab Republic	21 weeks (120 days (for the first child), 90 days (for the second child), 75 days (for the third child) plus one month unpaid leave)	No	100 for 120 days	Employer liability		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	No prohibition
United Arab Emirates	6 weeks (45 days)	No	100 ²²	Employer liability		Not aligned	No	No	Pregnancy	Employer not required to prove	Not guaranteed	No prohibition
Yemen	10 weeks (70 days)	No	100	Employer liability		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	no prohibition
Asia and the Pacific												
Eastern Asia												
China	14 weeks (98 days)	No	100	Social insurance only		Aligned	Yes (voluntary)	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Asia and the Pacific												
Eastern Asia												
Hong Kong, China	14 weeks	No	80	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer must prove	Same position	Implicit
Japan	14 weeks	No	66.7 up to a ceiling (very high ceiling though not specified)	Social insurance only		Aligned	No	No	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	Implicit
Mongolia	17 weeks (120 days)	No	70	Social insurance and non-contributory scheme		Aligned	Yes (voluntary)	Yes (60 days)	Pregnancy, leave, additional period	Employer not required to prove	Same position	Explicit
Republic of Korea	13 weeks (90 days)	No	100 for 60 days, 100 up to ceiling (2 000 000 won) for last 30 days	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
South-Eastern Asia and the Pacific												
Australia	52 weeks (18 weeks paid to primary carer) ²³	Yes; exceptional circumstances (paid 12 weeks)	Fate-rate benefit (federal minimum wage) 740 Australian dollars per week	Non-contributory scheme only		Not assessable	Yes	Yes	Pregnancy, leave	Employer must prove	Same position or equivalent	No prohibition
Brunei Darussalam	15 weeks (13 paid)	No	100 (for 13 weeks)	Employer liability and non-contributory scheme		Aligned	No	No	Pregnancy, leave	Employer not required to prove	Not guaranteed	No prohibition
Cambodia	13 weeks (90 days)	No	120	Contributory scheme and employer liability		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	No prohibition
Fiji	14 weeks (98 days)	No	100	Employer liability ²⁴		Not aligned	No	No	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Indonesia	13 weeks (3 months)	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Lao People's Democratic Republic	15 weeks (105 days)	No	80	Social insurance only		Aligned	Yes (voluntary)	No	Pregnancy, leave, additional period, as a result of	Employer not required to prove	Not guaranteed	Explicit
Malaysia	9 weeks (60 days)	No ²⁵	100	Employer liability		Not aligned	No	No	No information found	Employer not required to prove	Not guaranteed	No prohibition
Myanmar	14 weeks	No	70	Social insurance only		Aligned	Yes (voluntary)	Yes	Leave	Employer not required to prove	Not guaranteed	No prohibition
New Zealand	26 weeks	Yes all (includes same-sex partner or actual carer)	100 up to a ceiling (585.80 New Zealand dollars per week before tax)	Non-contributory scheme only		Aligned	Yes	Yes	Pregnancy, leave, additional period, as a result of	Employer must prove	Same position	Implicit

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Asia and the Pacific												
South-Eastern Asia and the Pacific												
Papua New Guinea	6 weeks (as necessary for hospitalization before confinement and 6 weeks after)	No	0	No statutory cash periodic benefit		Not aligned	No	No	Pregnancy, leave, as a result of	Employer not required to prove	Not guaranteed	No prohibition
Philippines	19 weeks (135 days – 105 paid)	Yes (7 days); exceptional circumstances (all)	100 for 105 days	Social insurance only		Aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	No prohibition
Samoa	6 weeks	No	66.7	Employer liability		Not aligned	No	No	Pregnancy, additional period, as a result of	Employer must prove	Same position or equivalent	implicit
Singapore	16 weeks ²⁶	Yes (4 weeks)	100 for first and second child (third child is 100 up to a ceiling of 10 000 Singapore dollars per 4-week period).	Employer liability and non-contributory scheme ²⁷		Aligned	Yes	Yes	Pregnancy, leave	Employer not required to prove	Not guaranteed	no prohibition
Solomon Islands	12 weeks	No	25	Employer liability		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	No prohibition
Thailand	13 weeks (not more than 90 days)	No	100 for 45 days, 50 for the last 45 days (social insurance)	Social insurance only		Not aligned	Yes ²⁸	No	Pregnancy	Employer not required to prove	Not guaranteed	No prohibition
Timor-Leste	12 weeks	Exceptional circumstances	100	Social insurance only		Not aligned	Yes	No ²⁹	Pregnancy	Employer must prove	Same position or equivalent	No prohibition
Tonga	–	–	–	No statutory cash periodic benefit		Not aligned	–	–	–	–	–	No prohibition
Vanuatu	12 weeks	No	66	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer not required to prove	Same position or equivalent	No prohibition
Viet Nam	26 weeks (6 months)	Exceptional circumstances	100	Social insurance only		Aligned	No	Yes	Pregnancy, leave, additional period	Employer not required to prove	Same position or equivalent	Implicit
Southern Asia												
Afghanistan	13 weeks (90 days)	No	100	Employer liability		Not aligned	No	No	No explicit protection	Employer not required to prove	Not guaranteed ³⁰	Implicit
Bangladesh	16 weeks	Exceptional circumstances	100	Employer liability		Not aligned	No	No	No explicit protection	Employer not required to prove	Not guaranteed	No prohibition
Bhutan	8 weeks	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer not required to prove	Same position or equivalent	Implicit
India	26 weeks	No	100	Social insurance only ³¹		Aligned	No	Yes (12 weeks)	Leave	Employer not required to prove	Same position or equivalent	Implicit

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Asia and the Pacific												
Southern Asia												
Iran (Islamic Republic of)	39 weeks (9 months)	No	66	Social insurance only		Not aligned	No	No	No explicit protection	Employer not required to prove	Same position	No prohibition
Maldives	9 weeks (60 days)	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Nepal	14 weeks (60 days paid)	Exceptional circumstances (38 days unpaid)	100 (for 60 days); unpaid (for 38 days)	Social insurance only		Not aligned	No	No	No explicit protection	Employer not required to prove	Not guaranteed	No prohibition
Pakistan	12 weeks	No	100	Social insurance only		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	No prohibition
Sri Lanka	12 weeks (84 days)	No	6/7 or 100 ³²	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	No prohibition
Europe and Central Asia												
Central and Western Asia												
Armenia	20 weeks (140 days)	No	100 up to a ceiling	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	Implicit
Azerbaijan	18 weeks (126 days)	Exceptional circumstances	100	Social insurance only	2010	Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	Implicit
Cyprus	18 weeks	No	72	Social insurance only	2005	Aligned	Yes	Yes (16 weeks)	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Georgia	104 weeks (730 calendar days (183 calendar days paid)) ³³	No	100 up to a ceiling (1 000 lari daily)	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	Explicit
Israel	26 weeks (15 paid)	Yes (20 weeks); exceptional circumstances (all)	100 up to a ceiling for the first 15 weeks (upper limit of five times the average salary (€371.95 per day). 0 for 11 weeks	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Kazakhstan	18 weeks (126 days)	No	100	Social insurance only	2012	Aligned	No	Yes (56 days)	Pregnancy, leave, additional period	Employer not required to prove	Same position	Implicit
Kyrgyzstan	18 weeks (126 days)	Exceptional circumstances	100 for first 10 days; flat rate for other 116 days (10 times the basic rate. The basic rate is 100 soms a month)	Social insurance only		Not assessable	Yes	Yes	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	Implicit

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Europe and Central Asia												
Central and Western Asia												
Tajikistan	20 weeks (140 days)	Exceptional circumstances	100	Social insurance only		Aligned	Yes	No ³⁴	Pregnancy, leave, additional period	Employer not required to prove	Same position	Implicit
Turkey	16 weeks	No	66.7	Social insurance only		Aligned	Yes	Yes (3 days)	Pregnancy, leave, as a result of	Employer must prove	Not guaranteed	Implicit
Turkmenistan	16 weeks (112 days)	Exceptional circumstances	100	Social insurance only		Aligned	No	Yes	Pregnancy, leave, additional period	No information found	Not guaranteed	Implicit
Uzbekistan	18 weeks (126 days)	Exceptional circumstances	100	Social insurance only		Aligned	No	Yes	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	Implicit
Eastern Europe												
Belarus	18 weeks (126 days)	Exceptional circumstances	100 up to a ceiling (three times the national average monthly wage – as of May 2021 average wage is 1 419.6 Belarus rubles)	Social insurance only	2004	Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Bulgaria	58 weeks (410 days)	Yes (275 days) (once child reaches 6 months old)	90 up to a ceiling (monthly maximum insurance income of 3 000 lev)	Social insurance only	2001	Aligned	Yes (voluntary)	Yes	Pregnancy, leave	Employer not required to prove	Same position or equivalent	Implicit
Czechia	28 weeks	Yes (16 weeks)	70 up to a ceiling (42 720 korunas per month)	Social insurance only	2017	Aligned	Yes (voluntary)	Yes	Pregnancy, leave	Employer not required to prove	Same position or equivalent	Implicit
Hungary	24 weeks	Exceptional circumstances	70	Social insurance only	2003	Aligned	Yes	Yes	Pregnancy, leave	Employer must prove	Not guaranteed	Implicit
Poland	20 weeks	Yes (6 weeks), exceptional circumstances 12 weeks	100	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave	Employer must prove	Same position or equivalent	No prohibition
Republic of Moldova	18 weeks (126 days)	Exceptional circumstances	100	Social insurance only	2006	Aligned	Yes	Yes (56 calendar days)	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	implicit
Romania	18 weeks (126 days)	Exceptional circumstances	85	Social insurance only	2002	Aligned	Yes	No	Pregnancy, leave, additional period, as a result of	Employer must prove	Same position or equivalent	Explicit
Russian Federation	20 weeks (140 days)	Exceptional circumstances	100 up to a ceiling (70 042 rubles per month)	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position	Implicit
Slovakia	34 weeks	Exceptional circumstances	75 up to a ceiling (€1 549 per month)	Social insurance only	2000	Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer not required to prove	Same position or equivalent	Explicit

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Europe and Central Asia												
Eastern Europe												
Ukraine	18 weeks (126 days)	Exceptional circumstances ³⁵	100	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	No information found	Not guaranteed	Implicit
Northern, Southern and Western Europe												
Albania	52 weeks (365 days)	Yes (267)	80 (for the first 185 days; 50 for the remaining days)	Social insurance only	2004	Aligned	Yes	Yes (at least 28 days)	Pregnancy, leave, additional period, as a result of	Employer must prove	Same position or equivalent	Explicit
Andorra	20 weeks	Yes (from the sixth week)	100	Social insurance only		Aligned	Yes	Yes	Pregnancy, as a result of	No information found	Yes	No prohibition
Austria	16 weeks	No	100	Social insurance only	2004	Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer not required to prove	Same position or equivalent	No prohibition*
Belgium	15 weeks	Yes	82 (for the first 30 days); 75 up to a ceiling (€139.7388 daily) (from the 31st day up to 15 weeks)	Social insurance only		Aligned	Yes	Yes (7 weeks each parent)	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	No prohibition
Bosnia and Herzegovina	52 weeks (1 year) ³⁶	Yes (after 42 days), exceptional circumstances (all)	40–100 depending on the canton	Social insurance only	2010	Aligned	No	Yes	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	Implicit
Croatia	30 weeks (6 months and 28 days)	Yes (3 months); exceptional circumstances (all)	100	Social insurance and non-contributory scheme		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Explicit
Denmark	18 weeks	Exceptional circumstances	100 up to a ceiling (4 405 kroner per week for full time employees, before tax)	Non-contributory scheme only		Aligned	Yes	Yes (14 weeks)	Pregnancy, leave, as a result of	Employer must prove	Same position or equivalent	Implicit
Estonia	20 weeks (140 days)	No	100	Social insurance only		Aligned	Yes	Yes (70 days)	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	Implicit
Finland	18 weeks (105 working days (one calendar week consists of six working days))	Exceptional circumstances	90 up to a ceiling (€59 444 annually)	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, as a result of	Employer must prove	Same position or equivalent	Implicit
France	16 weeks	Exceptional circumstances	100 up to a ceiling (€3 377 monthly)	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Explicit
Germany	14 weeks	Exceptional circumstances	100	Social insurance only	2021	Aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Not guaranteed ³⁷	Implicit

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Europe and Central Asia												
Northern, Southern and Western Europe												
Greece	43 weeks (17 weeks maternity followed by 6 months special leave)	No	100 up to a ceiling for 17 weeks (cannot exceed those granted to insured persons who belong to the highest insurance class of IKA); flat-rate benefit for following 6 months (minimum daily wage agreed in the national general collective agreement)	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Iceland	20 weeks (4.5 months)	Exceptional circumstances	80 up to a ceiling (600 000 krónur per month)	Social insurance and non-contributory scheme		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Ireland	42 weeks	Exceptional circumstances	Flat-rate benefit for 26 weeks (€245 weekly)	Social insurance only		Not assessable	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Italy	22 weeks (5 months)	Yes (1 day), exceptional circumstances	80	Social insurance only	2001	Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Latvia	16 weeks (112 days)	Exceptional circumstances	80	Social insurance only	2009	Aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Lithuania	18 weeks (126 days)	No	77.58	Social insurance only	2003	Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Luxembourg	20 weeks	No	100 up to a ceiling (€10 709.97 per month)	Social insurance only	2008	Aligned	Yes	Yes	Pregnancy, leave	Employer must prove	Same position or equivalent	Implicit
Malta	18 weeks	No	100 (for 14 weeks), flat rate benefit for remaining 4 weeks (€179.33 per week)	Employer liability and non-contributory scheme		Not assessable	Yes	Yes	Pregnancy, leave, additional period	Employer must prove ³⁸	Same position or equivalent	Implicit
Monaco	16 weeks	Exceptional circumstances	90 up to a ceiling (€255 daily)	Social insurance only		Aligned	Yes (special system)	Yes (8 weeks)	Pregnancy, leave, additional period	Employer not required to prove	Same position or equivalent	Explicit
Montenegro	14 weeks (98 days)	Exceptional circumstances	100 ³⁹	Social insurance only	2012	Aligned	Yes	No	Pregnancy, leave	Employer not required to prove	Same position or equivalent	Explicit
Netherlands	16 weeks	Exceptional circumstances	100 up to a ceiling (€209.26 daily)	Social insurance only	2009	Aligned	Yes	Yes (6 weeks each parent)	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	Implicit
North Macedonia	39 weeks (9 months)	Yes	100	Social insurance only	2012	Aligned	Yes	Yes (6 months)	Pregnancy, leave	Employer not required to prove	Same position or equivalent	implicit

Country	Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention No. 183	Alignment with requirements of Convention No. 183	Provision of maternity leave cash benefits for self-employed workers	Provision of maternity leave for adoptive parents	Maternity leave - Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
Europe and Central Asia												
Northern, Southern and Western Europe												
Norway	18 weeks (or 22 weeks)	Exceptional circumstances	100 up to a ceiling (six times the basic national insurance benefit payment) (or 80% for 22 weeks)	Social insurance only	2015	Aligned	Yes	Yes	Pregnancy, leave, additional period, as a result of	Employer must prove	Same position or equivalent	Explicit
Portugal	17 weeks (120 days (or 150 days)) ⁴⁰	Yes (the remaining leave may be divided between parents by mutual agreement)	100 (or 80 for 150 days)	Social insurance and non-contributory scheme	2012	Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position	Explicit
San Marino	21 weeks (150 days)	Exceptional circumstances	100	Social insurance only	2019	Aligned	Yes	Yes	Pregnancy, leave as a result of	Employer must prove	Not guaranteed	No prohibition
Serbia	20 weeks (120 days)	Exceptional circumstances	66.7 up to a ceiling (three times the national average gross monthly wage, 197 598 dinars)	Social insurance only	2010	Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	Explicit
Slovenia	15 weeks	Exceptional circumstances	100	Social insurance only	2010	Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent ⁴¹	Explicit
Spain	16 weeks	Yes (2 weeks); exceptional circumstances (all)	100 up to a ceiling (€4 070.10 monthly)	Social insurance only		Aligned	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position	Implicit
Sweden	14 weeks	No	77.6 up to a ceiling (465 000 kronor per year or 38 750 kronor per month)	Social insurance and non-contributory scheme		Aligned	Yes	No	Leave, as a result of	Employer must prove	Same position	No prohibition
Switzerland	14 weeks	No	80 up to a ceiling (CHF196 per day)	Social insurance only ⁴²	2014	Aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	No prohibition
United Kingdom of Great Britain and Northern Ireland	52 weeks (39 paid)	Yes (50 weeks)	First 6 weeks paid at 90% with no upper limit. Lower between a flat rate of £151.20 or 90% of average gross weekly earnings for the next 33 weeks. The remaining 13 weeks are unpaid.	Social insurance and non-contributory scheme ⁴³		Not assessable	Yes	Yes	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit

Note: 185 countries and territories. – = No maternity leave.

Source: Compiled by authors from national legislation.

Methodological notes

Legal information in this appendix refers to the normal general provisions on maternity leave for singleton and uncomplicated childbirths as provided for by legislation at the national level for private sector workers. It does not cover the numerous provisions or exceptions that the law usually sets out for specific sectors, categories of workers or circumstances, such as for multiple births, illnesses and complications, single mothers or number of births, among others. For federal States, the federal legislation is reported.

Duration of maternity leave in national legislation

Unless otherwise specified, the duration of maternity leave in days is intended as “consecutive” or “calendar” days, since maternity leave is usually provided over a consecutive period.

Transfer part of the maternity leave period to fathers

“Yes” indicates that mothers can transfer all or part of the maternity leave to fathers according to Paragraph 10 (1 and 2) of Recommendation No. 191. The amount of leave that can be transferred is indicated in brackets. “Exceptional circumstances” indicates mothers can transfer some amount (indicated in brackets) or all (no amount indicated) leave to fathers in case of exceptional circumstances such as death or illness.

Amount of maternity leave cash benefits (% of previous earnings)

Based on Article 6 of the Maternity Protection Convention, 2000 (No. 183), the amount of cash benefits is expressed as a percentage of the worker’s earnings prior to the beginning of maternity leave or of such of those earnings as are taken into account for the purpose of computing benefits. In addition, the classification takes into account the duration of maternity leave. In some countries, benefits are paid up to a ceiling or a flat rate benefit is provided regardless of previous earnings. In other countries, the amount of the cash benefit entitlement decreases over the maternity leave period.

Source of funding of maternity leave cash benefits

Based on Article 6 of the Maternity Protection Convention, 2000 (No. 183), countries are classified as financed by:

- ▶ social insurance (contributory scheme);
- ▶ social assistance (non-contributory scheme, funded through general taxation);
- ▶ the employer (“employer liability”);
- ▶ a combination of these systems (“mixed system”).

Employer liability includes systems in which employers are statutorily responsible for the full payment of the previous earnings of workers on maternity leave. It also includes mixed systems in which employers are liable for the payment of at least one-third of previous earnings.

A **mixed system** might involve an initial payment by the employer, followed by a partial reimbursement by social insurance or public funds. Mixed systems might also provide that the employer pays the difference between the social insurance benefit and the worker’s previous earnings. Some systems stipulate that the employer has to pay for workers who are not covered by social security. For the purposes of this report, the benefits paid to these latter workers are classified as being funded by social security.

Ratification of Convention No. 183

Year of ratification by the country in question, if applicable.

Alignment with requirements of Convention No. 183

National maternity leave legislations aligned to ILO Convention No. 183 should provide leave for not less than 14 weeks; and cash benefits paid at an amount equivalent to at least two-thirds of previous earnings (for the purposes of this report calculated as 67 per cent of previous earnings). In addition, these cash benefits should preferably be provided through compulsory social insurance or public funds, and the provision of maternity leave cash benefits should include self-employed workers.

Where the source of funding for the maternity leave benefit is employer liability, or where the social insurance or state funding scheme does not include self-employed persons, the indicator is expressed as “No”. Where the social insurance or state funding scheme does include self-employed persons on a mandatory basis, the indicator is expressed as “Yes”. “Voluntary” (added in brackets) indicates that statutory provision of maternity leave cash benefits is mandated for self-employed persons only on a non-mandatory basis.

Provision of maternity leave for adoptive parents

“Yes” indicates that legislation expressly provides for leave to be applicable to adoptive parents. “No” indicates that legislation does not expressly provide for leave to be applicable to adoptive parents.

Maternity leave – Length of protection against dismissal

- ▶ Pregnancy = Workers are protected from dismissal during pregnancy.
- ▶ Leave = Workers are protected from dismissal during maternity leave.
- ▶ Additional period = Workers are protected from dismissal during a period after their return to work from maternity leave.
- ▶ As a result of = Workers are protected from dismissal as a result of/in relation to maternity leave, however the specific period is not defined and may therefore cover before, during and after maternity leave.
- ▶ No explicit protection = The law does not provide any type of legal protection against dismissal in relation to maternity leave.

Maternity Protection Convention, 2000 (No. 183), Article 8.1. – It shall be unlawful for an employer to terminate the employment of a woman during her pregnancy or absence on [maternity leave or leave before or after the maternity leave in the case of illness, complications or risk of complications arising out of pregnancy or childbirth] or during a period following her return to work to be prescribed by national laws or regulations, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing.

This indicator determines whether the legislation provides employment protection during maternity, which constitutes a period including pregnancy, maternity leave and an additional period following the worker’s return to work. All the periods covered by statutory employment protection for which information was available or could be identified are reported for each country. The indicator does not specify whether the legislation allows dismissal on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing. The value “additional period” includes any period of protection from dismissal upon return to work and any period before taking leave such as from the moment the worker notified their intention to take leave; the length of this period varies from country to country.

Burden of proving the reasons for dismissal are not related to maternity leave

- ▶ Employer = The burden of proof rests on the employer.
- ▶ Not provided = The legislation does not include a statutory provision on the burden of proof.

Maternity Protection Convention, 2000 (No. 183), Article 8.1

The burden of proving that the reasons for dismissal are unrelated to pregnancy or childbirth and its consequences or nursing shall rest on the employer.

This indicator aims to determine on which party, if any, the legislation places the obligation to prove that whether unlawful dismissal has or has not occurred ("burden of proof"). The shift to the defendant (that is, to the employer) to prove that discrimination had not occurred is a significant asset in assisting victims of discrimination in judicial or other dispute settlement mechanisms.

Right to return to the same or equivalent position

- ▶ Same position = Workers are entitled to return to the same position after maternity leave.
- ▶ Same position or equivalent = Workers are entitled to return to the same position or an equivalent position after maternity leave.
- ▶ Not guaranteed = Workers are not guaranteed the right to return to the same or an equivalent position after maternity leave.

Maternity Protection Convention, 2000 (No. 183), Article 8.2.

A woman is guaranteed the right to return to the same position or an equivalent position paid at the same rate at the end of her maternity leave.

This indicator assesses whether the legislation grants the right to job-protected maternity leave and under what conditions. Since, in some countries, the legislation provides for the right to return to the same position, while in others employers can choose to reintegrate the worker into the same position or an equivalent one after maternity leave, a distinction is made between "same position" and "same position or equivalent". This indicator does not specify whether the same or equivalent position is paid at the same rate as before maternity leave.

Prohibition against pregnancy test in employment

- ▶ Explicit = Pregnancy testing is explicitly prohibited in the legislation.
- ▶ Implicit = Pregnancy testing is implicitly prohibited in the legislation.
- ▶ No prohibition = Pregnancy testing is not explicitly or implicitly prohibited.

Maternity Protection Convention, 2000 (No. 183), Article 9.2.

Measures [to ensure that maternity does not constitute a source of discrimination in employment] shall include a prohibition from requiring a test for pregnancy or a certificate of such a test when a woman is applying for employment, except where required by national laws or regulations in respect of work that is: (a) prohibited or restricted for pregnant or nursing women under national laws or regulations; or (b) where there is a recognized or significant risk to the health of the woman and child.

This indicator determines whether the legislation includes an explicit prohibition of pregnancy tests. In cases where there is an explicit prohibition of discrimination in access to employment based on pregnancy it is interpreted that pregnancy testing is implicitly prohibited.

Sources

All information in the table is based on a review of data which took place from mid-2020 to mid-2021. The main sources of information used to collect the data were the [ILO NATLEX Database](#) of national labour, social security and related human rights legislation, and official government websites using the most recent published and consolidated versions of the laws.

Table notes

- 1 Morocco: Certain categories of self-employed are excluded according to the ISSA.
- 2 Cote d'Ivoire: There is no provision for leave for adoption; however, the provisions on unlawful dismissal under article 23.4 of the Labour Code include protection for leave taken for adoption of a child.
- 3 Eritrea: Return to work protection is given in context of returning to same position following transfer to a temporary job during pregnancy.
- 4 Gambia: There are entitlements to maternity leave in the Women's Act 2010 and the Labour Act. The Women's Act provides "6 months with pay or comparable social benefit without loss of employment, seniority or similar benefits", while the Labour Act provides 12 weeks of leave.
- 5 Gambia: The Labour Act provides 100 per cent of salary for 12 weeks from employer. Information could not be found regarding amount and source of funding under the maternity entitlement in the Women's Act.
- 6 Lesotho: Under Section 134 of the Labour Code (Order No. 24 of 1992, as amended in 2006), there is no legal obligation for employers to pay wages during maternity leave. However, the Labour Code Wages (Amendment) Notice 2015, part k, sets out that an employee who has completed more than one year of continuous service with same employer (other than in the textile, clothing and leather manufacturing sector and private security sector) shall be entitled to 12 weeks paid leave. Employees in the textile, clothing, leather manufacturing sector and private security sectors are entitled to six weeks paid maternity leave after one year of continuous service with same employer
- 7 Malawi: Maternity leave entitlement is eight weeks every three years.
- 8 Namibia: However maternity cash benefits may be transferred to caregiver if mother dies.
- 9 Niger: A woman who has worked for at least two years at the same company shall receive from the employer 100 per cent of her salary, after deduction of any amount already covered by the social security or any other fund replacing this service.
- 10 Rwanda: The employer pays the worker, and is reimbursed by the Rwanda Social Security Board for six weeks of leave.
- 11 Sierra Leone: Maternity leave is provided through the Commercial Employers Association Collective Agreement of 2011.
- 12 Zambia: Employee is entitled to full pay if in continuous employment with the same employer for a period of 24 months immediately preceding the beginning of leave; otherwise the leave is unpaid.
- 13 Zimbabwe: Entitlement to full pay for maternity leave where the employee has served for at least one year.
- 14 Antigua and Barbuda: Leave entitlement under the Labour Code is stated as "at least 6 weeks". The source of paid leave is 13 weeks in Social Security Regulations.
- 15 Guyana: Legislation states that maternity leave may be extended "for such longer period as the General Manager may determine taking into consideration the particular circumstances of the case but not exceeding the maximum period of 26 weeks".
- 16 Guyana: Under article 23 of the Prevention of Discrimination Act, where the unlawful dismissal complaint is brought on the grounds of discrimination, the burden of proof is on the worker.
- 17 Paraguay: Leave can be transferred to father or actual carer.
- 18 Saint Vincent and the Grenadines: However, under article 29 of the Protection of Employment Act, cessation of employment of or by an employee during any period of maternity leave shall not constitute a break in the continuity of a contract of employment.
- 19 Trinidad and Tobago: Under the Maternity Protection Act, an employee is entitled to receive pay from her employer to an amount equivalent to one month's leave with full pay and two months' leave with half pay. The social insurance system pays a benefit depending on earnings. When the amount paid by the employer and the maternity benefit is less than full pay, the employer shall pay the difference to the employee.

- 20 United States: Eight states, the District of Columbia and one territory offer all or some employees the statutory right to partly compensated leaves for family reasons (California, Massachusetts, New Jersey, New York, Rhode Island, state of Washington, Connecticut (benefits to start in 2022), Oregon (benefits to start in 2023), District of Columbia, and Puerto Rico).
- 21 Saudi Arabia: 50 per cent if the employee has one to three years of service before the beginning of maternity leave; 100 per cent with three years or more. A female worker shall not be paid any wages during her regular annual leave if she has enjoyed in the same year a maternity leave with full wage.
- 22 United Arab Emirates: 50 per cent before one continuous year of employment.
- 23 Australia: There is no difference made between maternity leave and parental leave. There are 52 weeks of leave available to each parent and 18 of those weeks are paid at the federal minimum wage to whomever is taking care of the child. A pregnant women can use this paid or unpaid leave before and after the birth as a form of maternity leave.
- 24 Fiji: The 2018–19 National Budget introduced a social assistance benefit for pregnant women in low-income households. The Parenthood Assistance Payment provides 1,000 Fijian dollars to eligible women (the first 500 dollars are paid immediately after childbirth and the remaining 500 once the child reaches age of one).
- 25 Malaysia: Article 39 of the Employment Act states that if a female employee dies from any cause during the eligible period of maternity leave and benefit, her employer is liable to pay any maternity allowance to the person nominated by her. However, there is no provision for leave to be transferred.
- 26 Singapore: The maternity leave is 12 weeks if the child is not a Singaporean citizen.
- 27 Singapore: For the first and second child, the employer pays the first eight weeks and can claim reimbursement from the Government up to a ceiling for the last eight weeks. For the third and subsequent children, the Government pays the 16 weeks up to a ceiling.
- 28 Thailand: There is also voluntary coverage under social insurance for self-employed persons in the informal sector.
- 29 Timor-Leste: However, there is a separate entitlement to adoption cash benefit in article 12 of Decree-Law No. 18/2017, although adoption leave is not specified in Labour Code.
- 30 Afghanistan: However, the employer may not reduce wages because of pregnancy or nursing.
- 31 India: Employers provide maternity benefits to employees in factories and establishments not covered by the Employees' State Insurance Act of 1948.
- 32 Sri Lanka: The amount of maternity leave benefits is 6/7 of previous earnings for employees covered by the Maternity Benefits Ordinance and 100 per cent for those covered by the Shops and Offices Employees Act.
- 33 Georgia: The legislation deems this period as one long period of "Maternity and childcare leave" and can be taken at the discretion of the worker both for prenatal and postnatal periods. The unpaid portion has been reflected in this report as maternity leave as opposed to parental leave because the periods are not separated in the legislation; however, the 547 unpaid days could also be characterized as parental leave available only to the mother.
- 34 Tajikistan: This is not strictly termed maternity leave; however, employees who adopt are granted 70 calendar days of leave from the day of child birth for the period of adoption and are paid allowance for this period from the public social insurance fund.
- 35 Ukraine: Under exceptional circumstances the leave may be transferred to parents, guardians (trustees), foster parents, one of the adoptive parents, or one of the parent-educators.
- 36 Bosnia and Herzegovina: There is no labour law at the state/national level. The main labour laws are those passed in the following two entities and a district: The Federation of Bosnia and Herzegovina, the Republika Srpska, and the Brcko District of Bosnia and Herzegovina. All share a common length of leave (one year) however other indicators are for the Federation of Bosnia and Herzegovina only.
- 37 Germany: There is a right not to be transferred to a lower position after maternity leave in case law; however, case law is beyond the scope of this report. As it has not been possible to check case law for all countries, only legislative provisions, regulations and collective agreements that cover most workers have been consulted to ensure comparability between countries.
- 38 Malta: It appears from article 12A(c) of Subsidiary Legislation 452.91 of 5 January 2004 that the burden of proof applies to employees only during a probation period.
- 39 Montenegro: The per cent cash benefit the employee receives depends on the length of service with the employer; employees with at least 12 months service receive 100 per cent, but employees with less service receive lower benefit (70 per cent for 6–12 months service, 50 per cent for 3–6 months service, and 30 per cent for less than 3 months service).
- 40 Portugal: The Initial Parental Leave scheme provides for 120 days of parental leave paid at 100 per cent or 150 days at 80 per cent. Mothers must take at least 45 days (six weeks) of postnatal leave. The remaining period may be divided between parents by mutual agreement. A "sharing bonus" of an additional 30 days is provided if both parents share the leave. An Additional Parental Leave of three months is available to each parent immediately after the initial parental leave (see parental leave table).

- 41 Slovenia: Article 186 of the Parental Care and Family benefits Act 2014 specifies, "(3) After the termination of parental leave, the employer must enable the employee to start performing work under the conditions from the employment contract."
- 42 Switzerland: If the social insurance maternity compensation criteria are not met, a mother may make a claim against her employer for the continued payment of her salary, based on article 324a of the Swiss Code of Obligations. Moreover, certain cantons provide for specific maternity benefits for mothers who do not meet the federal eligibility criteria.
- 43 United Kingdom: The employer administers the payment. Employers in medium and large companies can be reimbursed for 92 per cent of the costs by the State (general revenues). Small employers can claim back 103 per cent through reductions of national insurance contributions paid by employers to the Government's tax authority.

► Table A.2. Paternity leave

Country	Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Provision of paternity leave cash benefits for self-employed workers	Provision of paternity leave for adoptive parents	Provision of paternity leave for same-sex parents	Paternity leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
Africa									
Northern Africa									
Algeria	3 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Egypt	–	–	–	–	–	–	–	–	–
Libya	–	–	–	–	–	–	–	–	–
Morocco	3 days	100	Social insurance ¹	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Sudan	–	–	–	–	–	–	–	–	–
Tunisia	1 day	100	Social insurance	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Sub-Saharan Africa									
Angola	1 day	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Benin	3 days ²	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Same position
Botswana	–	–	–	–	–	–	–	–	–
Burkina Faso	3 days	100	Employer liability	No	No	No	As a result of	Employer must prove	Not guaranteed
Burundi	4 days	100	Employer liability	No	Yes	No	No explicit protection	Employer not required to prove	Not guaranteed
Cabo Verde	2 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Cameroon	3 days (from collective agreement)	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Central African Republic	–	–	–	–	–	–	–	–	–
Chad	1 day for childbirth by wife	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Comoros	–	–	–	–	–	–	–	–	–
Congo	–	–	–	–	–	–	–	–	–
Côte d'Ivoire	2 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Democratic Republic of the Congo	2 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed

Country	Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Provision of paternity leave cash benefits for self-employed workers	Provision of paternity leave for adoptive parents	Provision of paternity leave for same-sex parents	Paternity leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
Africa									
Sub-Saharan Africa									
Djibouti	3 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Equatorial Guinea	3 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Eritrea	–	–	–	–	–	–	–	–	–
Eswatini	–	–	–	–	–	–	–	–	–
Ethiopia	3 consecutive days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Gabon	3 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Gambia	10 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Ghana	–	–	–	–	–	–	–	–	–
Guinea	–	–	–	–	–	–	–	–	–
Guinea-Bissau	–	–	–	–	–	–	–	–	–
Kenya	14 days (2 weeks)	100	Employer liability	No	Yes	No	Paternity leave	Employer must prove	Not guaranteed
Lesotho	–	–	–	–	–	–	–	–	–
Liberia	5 days	0	n/a	No	No	No	As a result	Employer must prove	Not guaranteed
Madagascar	–	–	–	–	–	–	–	–	–
Malawi	–	–	–	–	–	–	–	–	–
Mali	3 days	100	Social insurance	Yes (voluntary)	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Mauritania	–	–	–	–	–	–	–	–	–
Mauritius	5 continuous working days	100	Employer liability	No	No	No	Paternity leave ³	Employer not required to prove	Not guaranteed
Mozambique	1 day	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Namibia	–	–	–	–	–	–	–	–	–
Niger	1 day	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Nigeria	–	–	–	–	–	–	–	–	–
Rwanda	4 days	100	Employer liability	No	No	No	Paternity leave	Employer not required to prove	Not guaranteed
Sao Tome and Principe	–	–	–	–	–	–	–	–	–
Senegal	1 day	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed

Country	Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Provision of paternity leave cash benefits for self-employed workers	Provision of paternity leave for adoptive parents	Provision of paternity leave for same-sex parents	Paternity leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
Africa									
Sub-Saharan Africa									
Seychelles	10 consecutive working days ⁴	100	Mixed (80 up to a ceiling (2 480 rupees a month) (universal), employer pays the difference between the universal amount and the full salary)	Yes	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Sierra Leone	–	–	–	–	–	–	–	–	–
Somalia	–	–	–	–	–	–	–	–	–
South Africa	10 consecutive days	66 up to a ceiling (14 872 rand per month)	Social insurance	No	Yes	Yes	Paternity leave, additional period, as a result of	Employer must prove	Not guaranteed
South Sudan	14 days (2 weeks)	100	Employer liability	No	No	No	Paternity leave	Employer not required to prove	Same position
Togo	2 days in collective agreement	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Uganda	4 days	100	Employer liability	No	No	No	Paternity leave	Employer must prove	Same position
United Republic of Tanzania	3 days (of a 36 month cycle)	100	Employer liability	No	No	No	Paternity leave	Employer must prove	Not guaranteed
Zambia	5 continuous working days	0	n/a	No	No	No	Paternity leave	Employer must prove	Not guaranteed
Zimbabwe	–	–	–	–	–	–	–	–	–
Americas									
Latin America and the Caribbean									
Antigua and Barbuda	–	–	–	–	–	–	–	–	–
Argentina	2 days	100	Employer liability	No	No	No ⁵	No explicit protection	Employer not required to prove	Not guaranteed
Bahamas	7 days (1 week) ⁶	0	n/a	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Barbados	–	–	–	–	–	–	–	–	–
Belize	–	–	–	–	–	–	–	–	–
Bolivia (Plurinational State of)	3 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed

Country	Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Provision of paternity leave cash benefits for self-employed workers	Provision of paternity leave for adoptive parents	Provision of paternity leave for same-sex parents	Paternity leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
Americas									
Latin America and the Caribbean									
Brazil	5 days	100	Employer liability	No	Yes	No	No explicit protection	Employer not required to prove	Not guaranteed
British Virgin Islands	30 days (1 month)	0	n/a	No	No	No	As a result of	Employer must prove	Not guaranteed
Chile	5 days	100	Employer liability	No	Yes	No	No explicit protection	Employer not required to prove	Not guaranteed
Colombia	8 days	100	Social insurance	Yes	No ⁷	No	Paternity leave, additional period	Employer must prove	Same position
Costa Rica	–	–	–	–	–	–	–	–	–
Cuba	–	–	–	–	–	–	–	–	–
Dominican Republic	2 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Ecuador	10 days	100	Employer liability	No	Yes	No	No explicit protection	Employer not required to prove	Not guaranteed
El Salvador	3 days	100	Employer liability	No	Yes	No	No explicit protection ⁸	Employer not required to prove	Not guaranteed
Guatemala	2 days	100	Employer liability	No	No	No	No protection	Employer not required to prove	Not guaranteed
Guyana	–	–	–	–	–	–	–	–	–
Haiti	–	–	–	–	–	–	–	–	–
Honduras	–	–	–	–	–	–	–	–	–
Jamaica	–	–	–	–	–	–	–	–	–
Mexico	5 days	100	Employer liability	No	Yes	Yes	Paternity leave, additional period	Employer not required to prove	Not guaranteed
Nicaragua	5 calendar days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Panama	3 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Paraguay	14 days (2 weeks)	100	Employer liability	No	No	No	Paternity leave	Employer not required to prove	Not guaranteed
Peru	10 calendar days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Saint Kitts and Nevis	–	–	–	–	–	–	–	–	–
Saint Lucia	–	–	–	–	–	–	–	–	–
Saint Vincent and the Grenadines	–	–	–	–	–	–	–	–	–
Suriname	8 days	100	Social insurance (interim employer liability) ⁹	No	Yes (5 days)	No	Paternity leave; as a result of	Employer not required to prove	Same position or equivalent

Country	Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Provision of paternity leave cash benefits for self-employed workers	Provision of paternity leave for adoptive parents	Provision of paternity leave for same-sex parents	Paternity leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
Asia and the Pacific									
South-Eastern Asia and the Pacific									
Vanuatu	–	–	–	–	–	–	–	–	–
Viet Nam	5 days	100	Social insurance	No	No	No	Paternity leave, additional period	Employer not required to prove	Same position or equivalent
Southern Asia									
Afghanistan	10 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Bangladesh	–	–	–	–	–	–	–	–	–
Bhutan	5 days	100	Employer liability	No	No	No	Paternity leave	Employer not required to prove	Not guaranteed
India	–	–	–	–	–	–	–	–	–
Iran (Islamic Republic of)	14 days (2 weeks)	100	Employer liability	No	No information found	No	No explicit protection	Employer not required to prove	Not guaranteed
Maldives	3 days (commencing on date of birth)	100	Employer liability	No	No	No	Paternity leave	Employer must prove	Not guaranteed
Nepal	15 days	100	Employer liability ¹⁴	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Pakistan	–	–	–	–	–	No information found	No explicit protection	Employer not required to prove	Not guaranteed
Sri Lanka	–	–	–	–	–	No	Paternity leave, additional period	Employer not required to prove	Same position
Europe and Central Asia									
Central and Western Asia									
Armenia	61 days (2 months)	0	n/a	No	Yes	Yes	Paternity leave	Employer not required to prove	Same position
Azerbaijan	14 calendar days	0	n/a	No	No	No	Paternity leave, additional period ¹⁵	Employer must prove	Not guaranteed
Cyprus	14 days (2 weeks)	72	Social insurance	Yes	Yes	No	Paternity leave, additional period	Employer must prove	Same position
Georgia	–	–	–	–	–	–	–	–	–
Israel ¹⁶	–	–	–	–	–	–	–	–	–
Kazakhstan	5 days	0	n/a	No	No	No	Paternity leave	Employer not required to prove	Same position
Kyrgyzstan	5 days	0	n/a	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed

Country	Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Provision of paternity leave cash benefits for self-employed workers	Provision of paternity leave for adoptive parents	Provision of paternity leave for same-sex parents	Paternity leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
Europe and Central Asia									
Central and Western Asia									
Tajikistan	7 calendar days	0	n/a	Yes	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Turkey	5 days	100	Employer liability	No	Yes (3 days)	No	As a result of	Employer must prove	Not guaranteed
Turkmenistan	–	–	–	–	–	–	–	–	–
Uzbekistan	–	–	–	–	–	–	–	–	–
Eastern Europe									
Kazakhstan	5 days	0	n/a	No	No	No	Paternity leave	Employer not required to prove	Same position
Kyrgyzstan	5 days	0	n/a	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Tajikistan	7 calendar days	0	n/a	Yes	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Belarus	14 calendar days	0	n/a	No	Yes	No	Paternity leave, additional period	Employer not required to prove	Not guaranteed
Bulgaria	15 days	90 up to a ceiling (monthly maximum insurance income of 3 000 leva)	Social insurance	Yes	Yes	No	Paternity leave	Employer not required to prove	Not guaranteed
Czechia	7 calendar days	70 up to a ceiling (8 575 korunas per 7 days)	Social insurance	Yes (voluntary)	Yes	No	Paternity leave, as a result of	Employer must prove	Not guaranteed
Hungary	5 days	100	Social insurance	Yes	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Poland	14 days (2 weeks)	100	Social insurance	Yes	Yes	No	No explicit protection	Employer not required to prove	Not guaranteed
Republic of Moldova	–	–	–	–	–	–	–	–	–
Romania	5 days ¹⁷	100	Employer liability	No	No	No	Paternity leave, as a result of	Employer must prove	Not guaranteed
Russian Federation	–	–	–	–	–	–	–	–	–
Slovakia	197 days (28 weeks) ¹⁸	75 up to a ceiling (twice the national average wage from two years before: €1 549)	Social insurance	Yes	Yes	No	Paternity leave, additional period	Employer not required to prove	Same position or equivalent
Ukraine	14 calendar days	0	n/a	No	Yes ¹⁹	No	No protection	Employer not required to prove	Not guaranteed
Northern, Southern and Western Europe									
Albania	3 days	100	Employer liability	No	No	No	As a result of	Employer must prove	Not guaranteed

Country	Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Provision of paternity leave cash benefits for self-employed workers	Provision of paternity leave for adoptive parents	Provision of paternity leave for same-sex parents	Paternity leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
Europe and Central Asia									
Northern, Southern and Western Europe									
Andorra	28 days (4 weeks)	100	Social insurance	No	Yes	No	As a result	Employer not required to prove	Same position or equivalent
Austria	30 days (1 month)	Flat-rate benefit €22.60 per calendar day	Mixed (70% social insurance, 30% universal)	Yes (special system)	Yes	Yes	Paternity leave, additional period	Employer not required to prove	No information found
Belgium	10 days	100% for first 3 days, 82% remaining days (there is an upper limit of €120.52 per day as of March 2020)	Mixed (employer liability first 3 days; social security (remaining days))	Yes	No	Yes	Paternity leave, additional period	Employer must prove	Not guaranteed
Bosnia and Herzegovina ²⁰	7 days	100	Employer liability	No	Yes	No	No explicit protection	Employer not required to prove	Not guaranteed
Croatia	–	–	–	–	–	–	–	–	–
Denmark	14 calendar days	100 up to a ceiling (4 405 kroner per week for full-time employees, before tax.) (All workers covered by collective agreements have no ceiling) ²¹	Mixed (state-funded flat-rate benefit; employer tops up the remaining gap)	Yes	Yes	Yes ²²	Paternity leave, as a result of	Employer must prove	Same position or equivalent
Estonia	10 days	100 up to a ceiling (three times the national average monthly income for the previous quarter)	Social insurance	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Finland	54 days	70 up to a ceiling ²³	Social insurance	Yes	Yes	Yes ²⁴	Paternity leave, as a result of	Employer must prove	Same position or equivalent
France	25 calendar days	100 up to a ceiling (€3 311 monthly)	Social insurance	Yes	Yes	Yes	No explicit protection	Employer not required to prove	Same position or equivalent
Germany	–	–	–	–	–	–	–	–	–
Greece	2 days	100	Employer liability	No	Yes	No ²⁵	Paternity leave	Employer must prove	Same position or equivalent
Iceland	183 days (6 month)	80 up to a ceiling (600 000 krónur per month)	Social insurance	Yes	Yes	Yes	Paternity leave, additional period	Employer must prove	Same position or equivalent

Country	Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Provision of paternity leave cash benefits for self-employed workers	Provision of paternity leave for adoptive parents	Provision of paternity leave for same-sex parents	Paternity leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
Europe and Central Asia									
Northern, Southern and Western Europe									
Ireland	14 days (2 weeks)	Flat rate (€235 a week)	Social insurance	Yes	Yes	Yes	Paternity leave	Employer must prove	Same position or equivalent
Italy	10 days	100	Social insurance	No	Yes	No	Paternity leave, additional period	Employer must prove	Same position or equivalent
Latvia	10 calendar days	80	Social insurance	Yes	Yes	No	Paternity leave	Employer must prove	Same position or equivalent
Lithuania	30 days (1 month)	77.58 up to a ceiling (the country's average wage as calculated quarterly)	Social insurance	Yes	No	No	Paternity leave, additional period	Employer must prove	Same position or equivalent
Luxembourg	10 days	100	Mixed (2 days employer liability; 8 days universal (state funded))	No	Yes	Yes	No explicit protection	Employer not required to prove	Not guaranteed
Malta	1 day	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Monaco	12 calendar days	90 up to a ceiling (€255 daily)	Social insurance	Yes (special system)	No	No	Paternity leave, additional period	Employer must prove	Same position
Montenegro	–	–	–	–	–	–	–	–	–
Netherlands	42 days (6 weeks)	100 for first week, 70 for 5 weeks	Mixed: 100% employer liability for first week, 70% social insurance for additional 5 weeks	No	Yes	Yes	Paternity leave, additional period	Employer must prove	Not guaranteed
North Macedonia	7 days	100	Employer liability	No	No	No	Paternity leave	Employer not required to prove	Same position or equivalent
Norway	14 consecutive days	0	n/a	No	Yes	Yes	Paternity leave, additional period, as a result of	Employer must prove	Not guaranteed
Portugal	25 working days	100	Social insurance	Yes	Yes	Yes	Paternity leave	Employer must prove	Same position
San Marino	–	–	–	–	–	–	–	–	–
Serbia	5 days	100	Employer liability	No	No	No	No protection	Employer not required to prove	Not guaranteed

Country	Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Provision of paternity leave cash benefits for self-employed workers	Provision of paternity leave for adoptive parents	Provision of paternity leave for same-sex parents	Paternity leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
Europe and Central Asia									
Northern, Southern and Western Europe									
Slovenia	30 calendar days	100 up to a ceiling (of 2.5 times the average salary in Slovenia (€3 664.30 per month).)	Social insurance	Yes	Yes	Yes	Paternity leave, additional period	Employer must prove	Same position or equivalent
Spain	112 days (16 weeks)	100 up to a ceiling (€4 070.10 monthly)	Social insurance	Yes	Yes	Yes	Paternity leave, additional period	Employer must prove	Same position
Sweden	10 days	77.6 up to a ceiling (348 750 kronor per year)	Social insurance	Yes	Yes	Yes	Paternity leave, as a result of	Employer must prove	Same position
Switzerland	14 days (2 weeks)	80 up to a ceiling (CHF196 per day)	Social insurance	Yes	No	No	As a result of	Employer must prove	Not guaranteed
United Kingdom of Great Britain and Northern Ireland	14 days (2 weeks)	Lower of 90% or flat-rate (£151.20 weekly)	Mixed (employers reimbursed up to 92% by public funds) ²⁶	No	Yes	Yes	Paternity leave, additional period	Employer must prove	Same position or equivalent

Note: 185 countries and territories. – = No paternity leave. n/a = Not applicable.

Source: Compiled by authors from national legislation.

Methodological notes

Paternity leave is defined as a leave period reserved for fathers or partners of the birthing parents in relation to childbirth or leave that can be used exclusively by fathers or partners as paternity leave. It does not include parental leave provisions that can be used by the father or mother or parts of maternity leave entitlements that the mother can transfer to the father. It does not include “special” leave provisions in addition to annual leave that may be used by fathers at the time of birth, but which are not strictly “paternity leave” (such as in Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Comoros, Cote d’Ivoire, Djibouti, Libya, Madagascar, Mali, Mauritania, Togo). In the previous ILO (2014a) report *Maternity and Paternity at Work: Law and Practice Across the World*, these “special leave” provisions were counted as paternity leave. In this report these provisions have instead been included under the new section “emergency leave”, and paternity leave durations for these countries have been calculated according to the provisions of collective bargaining agreements applicable to the large majority of workers in the private sector.

Legal information in this appendix refers to the normal general provisions on paternity leave for singleton and uncomplicated childbirths as provided for by legislation at the national level (or collective bargaining agreements, where applicable) for private sector workers. For federal States, the federal legislation is reported unless indicated otherwise in an endnote.

Duration of paternity leave in national legislation

Unless otherwise specified, the duration of paternity leave in days is intended as working days, since paternity leave is usually provided in this way. Paternity leave entitlement can often be taken flexibly and not over a consecutive period. For comparative purposes, duration in weeks and months as expressed in the national legislation has also been converted into working days and the leave, as found in national legislation, has been put in brackets next to the working days.

Amount of paternity leave cash benefits (% of previous earnings)

Based on Article 6 of Convention No. 183, the amount of cash benefits is expressed as a percentage of the worker’s earnings prior to the beginning of paternity leave or of such of those earnings as are taken into account for the purpose of computing benefits.

Source of funding of paternity leave cash benefits

Countries are classified as being financed by:

- ▶ social insurance (contributory scheme);
- ▶ social assistance (non-contributory scheme, funded through general taxation);
- ▶ the employer (“employer liability”); or
- ▶ a combination of these systems (“mixed system”).

Employer liability includes systems in which employers are statutorily responsible for the full payment of the previous earnings of workers on paternity leave. It also includes mixed systems in which employers are liable for the payment of at least one-third of previous earnings.

A mixed system might involve an initial payment by the employer, followed by a partial reimbursement by social insurance or public funds. Mixed systems might also provide that the employer pays the difference between the social insurance benefit and the worker’s previous earnings. Some systems stipulate that the employer has to pay for workers who are not covered by social security. For the purposes of this report, benefits paid to these latter workers are classified as being funded by social security.

Provision of paternity leave cash benefits for self-employed workers

Where the source of funding for the paternity leave benefit is employer liability, or where the social insurance or state funding scheme does not include self-employed persons, the indicator is expressed as “No”. Where the social insurance or state funding scheme does include self-employed persons, the indicator is expressed as “Yes”. “Voluntary” (added in brackets) indicates that statutory provision of paternity leave cash benefits is mandated for self-employed persons only on a non-mandatory basis.

Provision of paternity leave for adoptive parents

“Yes” indicates that legislation expressly provides for leave to be applicable to adoptive parents. “No” indicates that legislation does not expressly provide for leave to be applicable to adoptive parents.

Provision of paternity leave for same-sex parents

“Yes” indicates that the law provides paternity leave entitlements to either a male and female partner in a same-sex partnership (the non-birthing or non-primary carer partner). “No” indicates that the law does not provide paternity leave entitlement to either a male and female partner in a same-sex partnership. Where same-sex partnerships are prohibited, “No” has been used. Where the law is not clear and could provide this entitlement to same-sex partners, but there is no evidence of the law entering into force, “No information found” has been used.

Paternity leave – Length of protection against dismissal

- ▶ Paternity leave = workers are protected from dismissal during paternity leave.
- ▶ Additional period = workers are protected from dismissal during a period before or after their return to work from paternity leave.
- ▶ As a result of = workers are protected from dismissal as a result of/in relation to paternity leave; however, the specific period is not defined and may therefore cover before, during and after paternity.
- ▶ No explicit protection = the law does not provide any type of legal protection against dismissal in relation to paternity.

This indicator determines whether the legislation provides employment protection during paternity, which constitutes a period including leave and an additional period following the worker's return to work. All the periods covered by statutory employment protection for which information was available or could be identified are reported for each country. The indicator does not specify whether the legislation allows dismissal on grounds unrelated to the paternity. The value “additional period” includes any period of protection from dismissal upon return to work in relation to paternity and any period before taking paternity, such as from the moment the worker notified their intention to take leave. The length of this “additional period” varies from country to country.

Burden of proving the reasons for dismissal are not related to paternity leave

- ▶ Employer = the burden of proof rests on the employer.
- ▶ Worker = the burden of proof rests on the worker.
- ▶ Not provided = the legislation does not include a statutory provision on the burden of proof.

This indicator aims to determine on which party, if any, the legislation places the obligation to prove whether an unlawful dismissal has or has not occurred (“burden of proof”). The shift to the defendant (that is, to the employer) to prove that discrimination had not occurred is a significant asset in assisting victims of discrimination in judicial or other dispute settlement mechanisms.

Right to return to the same or equivalent position

- ▶ Same position = workers are entitled to return to the same position after paternity leave.
- ▶ Same position or equivalent = workers are entitled to return to the same or an equivalent position after paternity leave.
- ▶ Not guaranteed = workers are not guaranteed the right to return to the same or an equivalent position after paternity leave.

This indicator assesses whether the legislation grants the right to job-protected paternity leave and under what conditions. In some countries, the legislation provides for the right to return to the same position, while in other countries, employers can choose to reintegrate the worker into the same position or an equivalent one after paternity leave. Therefore, a distinction is made between return to the “same position” and return to the “same position or equivalent”. This indicator does not specify whether the same or equivalent position is paid at the same rate as before paternity leave.

Sources

All information in the table is based on a review of data which took place from mid-2020 to mid-2021. The main sources of information used to collect the data were the [ILO NATLEX Database](#) of national labour, social security and related human rights legislation, and official government websites using the most recent published and consolidated versions of the laws.

Table notes

- 1 Morocco: For insured workers, the National Social Security Fund refunds the employer up to a ceiling.
- 2 Benin: This is a collective agreement which covers most of the private sector.
- 3 Mauritius: Protection from dismissal pertains to exercising any rights provided within the act. Paternity leave is characterized as a right. Unlawful dismissal based on paternity leave is therefore implicit rather than explicit.
- 4 Seychelles: The working days must be taken consecutively.
- 5 Argentina: There has been at least one judgment in favour of a same-sex couple to extend paternity leave to same-sex partners; see: <http://www.va-abogados.com.ar/licencia-por-maternidad-paternidad-equiparacion-en-el-matrimonio-igualitario>.
- 6 Bahamas: This leave is available to any employee following the birth of a child.
- 7 Colombia: The person taking paternity leave must be the spouse or partner of the person giving birth. The taker of paternity need not be the biological father or mother; however, the other parent must have given birth.
- 8 El Salvador: Under the Labour Code all dismissals are considered unjust dismissal unless for a reason specified in the Labour Code, however there are no explicit protections like those protecting pregnancy and maternity leave.
- 9 Suriname: According to guidance issued by the Government, the 2019 law introducing social insurance for maternity and paternity leave benefits must be in force within three years of passing the Act. In the transition phase, workers are entitled to the leave with the benefit paid by the employer. See: <http://atm.gov.sr/media/1261/wag-pdf.pdf>.
- 10 China: No statutory entitlement exists nationally. However, in all provinces, paternity leave is provided ranging from 7 days (Shandong and Tianjin) to 30 days/one month (Yunnan, Gansu, Henan, and Tibet). Fifteen days is the standard in most areas. Where paternity leave is provided, fathers taking leave receive full earnings.
- 11 Republic of Korea: The Employment Insurance Fund pays for five days on behalf of SMEs to reduce the financial burden on the SME.
- 12 Republic of Korea: The burden of proof is placed on the employer in discrimination cases; however, discrimination is limited in definition to sex, marriage, status within the family, pregnancy and childbirth. It does not cover workers with family responsibilities or paternity leave.
- 13 Fiji: Article 75 of the Labour Code does not explicitly cite family responsibilities as an unlawful ground for discrimination for this part of the Code, however article 77(c) states that an employer shall not terminate a qualified employee if other employees in the same position would not be terminated.

- 14 Nepal: The 2017 law established a mandatory social insurance programme for private-sector employees, including daily workers. The programme is being gradually implemented and started in May 2019. Until the full programme is implemented, employers will continue to bear liability for maternity and paternity benefits.
- 15 Azerbaijan: "Additional period" protection against dismissal is for men who are bringing up the child independently or are the sole earners for dependent children.
- 16 Israel: Fathers are entitled to take sick leave and annual leave from the start of labour for six calendar days. Fathers who have not accumulated enough sickness leave or annual leave days are not entitled to this leave.
- 17 Romania: Paid paternity leave is provided to fathers for 5 days however an extension of 10 days for a total of 15 days paid paternity leave is provided if fathers undertake an infant care course.
- 18 Slovakia: The leave captured in this section is maternity leave reserved for fathers, paid at the same rate and under the same conditions as maternity benefits. Fathers can take the leave from birth, while receiving the maternity benefit reserved for father.
- 19 Ukraine: Fathers have access to 56 paid calendar days of leave for adoption under the provision related to leave granted to women who have adopted children.
- 20 Bosnia and Herzegovina: The information provided is for the Federation of Bosnia and Herzegovina.
- 21 Denmark: About 75 per cent of the workforce is covered by collective agreements, mandating employers to top up the state benefits, which represent on average around 50 per cent of previous earnings. Under this framework, workers receive compensation during leave from their employer up to their full previous earnings (up to a ceiling).
- 22 Denmark: The female same-sex partner of the biological mother can adopt from birth and is entitled to paternity and parental leave. The non-biological father can only adopt the child after 2.5 years and does therefore not have eligibility for paternity (and parental) leave.
- 23 Finland: 70 per cent of previous earnings up to a ceiling, with 40 per cent of previous earnings above that ceiling up to a ceiling and 25 per cent of previous earnings above that ceiling.
- 24 Finland: Female same-sex couples only, as the leave-taker must be living with, married to or registered as a partner to the biological mother.
- 25 Greece: The National General Collective Agreement (2008/9) provides that all leave provisions that address biological or adoptive parents are extended to foster parents. As foster parents can be same-sex couples, they should be able to access leave via this route, however neither the law nor other sources researched have confirmed this.
- 26 United Kingdom: The employer administers the payment. Employers in medium and large companies can be reimbursed for 92 per cent of the costs by the State (general revenues). Small employers can claim back 103 per cent through reductions of national insurance contributions paid by employers to the Government's tax authority.

Country	Duration of parental leave in national legislation	Amount of parental leave cash benefits (% of previous earnings)	Source of funding of parental leave cash benefits	Provision of parental leave cash benefits for self-employed workers	Provision of parental leave for adoptive parents	Provision of parental leave for same-sex parents	Parental leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to parental leave	Right to return to the same or equivalent position
Europe and Central Asia									
Central and Western Asia									
Armenia	156 weeks (3 years either parent)	Flat rate is paid to a parent who takes time off work to care for a child under 2	Social assistance	No	Yes	No	Parental leave	Employer not required to prove	Not guaranteed
Azerbaijan	156 weeks (until the child is three) either parent or actual carer	Partially paid social leave in the amount determined by legislation (44 manat a month is paid for each eligible child younger than 18 months; 28 manat a month for each child aged 18 months to 3 years)	Social insurance	Yes	Yes	No	Parental leave, additional period	Employer must prove	Not guaranteed
Cyprus	36 weeks (18 weeks each parent (only 5 weeks can be taken per year))	0	n/a	No	Yes	No	Parental leave, additional period	Employer must prove	Same position or equivalent
Georgia	–	–	–	–	–	–	–	–	–
Israel	104 weeks (52 weeks each parent)	0	n/a	No	Yes	Yes	As a result of	Employer must prove	Not guaranteed
Kazakhstan	156 weeks (156 weeks until child reaches 3 years) either parent or actual carer)	100 for 52 weeks (1 year)	Social insurance	No	Yes	No	Parental leave	Employer not required to prove	Same position
Kyrgyzstan	312 weeks (until child reaches 3 years for each parent (or actual caregiver))	Flat rate (700 soms a month) (payment only for mother)	Universal	Yes	Yes	No	No information found	Employer not required to prove	Same position
Tajikistan	156 weeks (paid leave until their children reach 18 months and an additional unpaid leave until the child reaches 3 years)	100 paid to the mother until their children reach 18 months. unpaid until the child reaches three years old.	Social insurance	Yes	Yes	No	No explicit protection	Employer not required to prove	Same position
Turkey	26 weeks (6 months) ^	0	n/a	No	No	No	As a result of	Employer must prove	Not guaranteed

Country	Duration of parental leave in national legislation	Amount of parental leave cash benefits (% of previous earnings)	Source of funding of parental leave cash benefits	Provision of parental leave cash benefits for self-employed workers	Provision of parental leave for adoptive parents	Provision of parental leave for same-sex parents	Parental leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to parental leave	Right to return to the same or equivalent position
Europe and Central Asia									
Central and Western Asia									
Turkmenistan	156 weeks (until the child reaches 3 years of age)	Flat amount (65% of base amount for calculating state benefits)	Social insurance	No	Yes	No	Parental leave (women with children under 3)	Employer not required to prove	Same position
Uzbekistan	104 weeks (child until the age of two years) ^	Flat amount (200% of the monthly minimum wage)	Employer liability (parental leave is paid by citizens' self-government bodies for public sector)	No	Yes	No	Parental leave (mothers only) ¹⁰	Employer not required to prove	Not guaranteed
Eastern Europe									
Belarus	156 weeks (until the child is three years) either parent or actual carer	35% of the national average wage from the relevant quarter is paid for the first eligible child; 40% for the second and subsequent eligible children	Social insurance	Yes	Yes	No	Parental leave	Employer not required to prove	Not guaranteed
Bulgaria	156 weeks (104 weeks either parent (until the child is 2), plus 6 months unpaid for each parent)	Flat rate (the monthly benefit rate is 380 leva (2019) for paid parental leave of 104 weeks) unpaid for 6 months	Social insurance	Yes	Yes	No	Parental leave, additional period (additional period for mothers only)	Employer not required to prove	Not guaranteed
Czechia	312 weeks (156 weeks each parent)	Flat rate benefit (per family: provided until the total amount of 300 000 korunas has been drawn, before the child's fourth birthday)	Universal	Yes	Yes	Yes	Parental leave	Employer not required to prove	Same position or equivalent

Country	Duration of parental leave in national legislation	Amount of parental leave cash benefits (% of previous earnings)	Source of funding of parental leave cash benefits	Provision of parental leave cash benefits for self-employed workers	Provision of parental leave for adoptive parents	Provision of parental leave for same-sex parents	Parental leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to parental leave	Right to return to the same or equivalent position
Europe and Central Asia									
Eastern Europe									
Hungary	156 weeks (either parent)	70% up to a ceiling (70% of twice the minimum wage of 225 288 florints per month) for 104 weeks for insured parents; flat rate benefits (the amount of the minimum pension of 28 500 florints monthly) for non-insured and all parents for the last 52 weeks	Social insurance	Yes	Yes	No	Parental leave	Employer must prove	Not guaranteed
Poland	188 weeks (32 weeks either parent (additional 36 months childcare leave either parent))	100 (6 weeks), 60 (26 weeks), childcare leave is flat rate	Social insurance (childcare leave is social assistance)	Yes	Yes	No	Parental leave, additional period	Employer must prove	Same position or equivalent
Republic of Moldova	156 weeks (until the child reaches 3 years of age)	30	Social insurance	Yes	Yes	No	Leave, additional period	Employer not required to prove	Not guaranteed
Romania	104 weeks either parent (2 years)	85 up to a ceiling (8 500 lei monthly)	Universal	Yes	Yes (less time and lower rate)	No	Parental leave, as a result of	Employer must prove	Same position or equivalent
Russian Federation	156 weeks (3 years (either parent or actual caregiver))	40 up to a ceiling for 18 months (either parent or actual caregiver) (27 984.66 rubles monthly)	Social insurance	Yes	Yes	No	Parental leave, additional period (women only)	Employer not required to prove	Same position
Slovakia	312 weeks (until the child is 3 years and can be taken simultaneously) ¹¹	Flat rate benefit for 128 weeks, either parent ¹²	Universal	Yes	Yes	No	Parental leave, additional period	Employer not required to prove	Same position or equivalent
Ukraine	156 weeks (until the child reaches 3 years of age)	Income-tested benefit to a maximum of 1 841 hryvnias ¹³	Social assistance	Yes	Yes	No	Parental leave (mothers only) ¹⁴	Employer not required to prove	Not guaranteed
Northern, Southern and Western Europe									
Albania	35 weeks (4 months each parent)	0	n/a	No	Yes	No	As a result of	Employer must prove	Not guaranteed

Country	Duration of parental leave in national legislation	Amount of parental leave cash benefits (% of previous earnings)	Source of funding of parental leave cash benefits	Provision of parental leave cash benefits for self-employed workers	Provision of parental leave for adoptive parents	Provision of parental leave for same-sex parents	Parental leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to parental leave	Right to return to the same or equivalent position
Europe and Central Asia									
Northern, Southern and Western Europe									
Andorra	–	–	–	–	–	–	–	–	–
Austria	104 weeks (2 years either parent)	Mixed (80% of previous earnings or flat rate but cannot exceed €2 000 net per month) ¹⁵	Social insurance	Yes	Yes	Yes (as long as they are the parent)	Parental leave, additional period	Employer not required to prove	Same position or equivalent
Belgium	139 weeks (4 months for each parent – plus one year full-time leave under the time credit system for each parent)	Flat rate (€750.33 per month after taxation (€834.90 before taxation). (For the time credit system, the maximum payment varies and it is approximately €500 for a full-time break)	Social insurance	No	Yes	Yes	Parental leave, additional period	Employer must prove	Not guaranteed
Bosnia and Herzegovina	–	–	–	–	–	–	–	–	–
Croatia	35 weeks (4 months paid each parent) ¹⁶	The rate is 100% of the remuneration base with a ceiling of 5 654.20 kune for parental leave of 6 or 8 months and a minimum of 2 328.20 kune	Universal	Yes	Yes (6 months)	Yes	Parental leave, additional period	Employer must prove	Same position or equivalent
Denmark	64 weeks (32 each parent)	100 up to a ceiling (4 405 kroner per week for full-time employees, before tax) for 32 weeks ¹⁷	Mixed: universal up to ceiling and employer top up	Yes	Yes	Yes ¹⁸	Parental leave, as a result of	Employer must prove	Same position or equivalent
Estonia	156 weeks (156 weeks until child reaches age of 3) either parent)	100 up to a ceiling (€3 089.55 monthly) for 62 weeks	Universal	Yes	Yes	Yes (if child is adopted by the other parent)	Parental leave, additional period	Employer must prove	Not guaranteed
Finland	26 weeks (158 working days either parent (one calendar week consists of six working days))	70 up to a ceiling ¹⁹	Social insurance	Yes	Yes	Yes ²⁰	Parental leave, as a result of	Employer must prove	Same position or equivalent

Country	Duration of parental leave in national legislation	Amount of parental leave cash benefits (% of previous earnings)	Source of funding of parental leave cash benefits	Provision of parental leave cash benefits for self-employed workers	Provision of parental leave for adoptive parents	Provision of parental leave for same-sex parents	Parental leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to parental leave	Right to return to the same or equivalent position
Europe and Central Asia									
Northern, Southern and Western Europe									
France	312 weeks (until the child is 3 years and can be taken simultaneously)	Flat rate	Universal	Yes	Yes	Yes	No explicit protection	Employer not required to prove	Same position or equivalent
Germany	312 weeks (3 years each parent)	65 up to a ceiling (€1 800 per month) for 12 months either parent	Universal	Yes	Yes (parental benefit)	Yes (parental benefit)	Parental leave, additional period	Employer not required to prove	Not guaranteed
Greece	51 weeks (4 months each parent (there is also a reduced workday that can be taken as a block which amounts to 3.6 months of extra leave paid to either parent))	Flat rate for 2 months per parent and 100% of previous earnings for the block leave of 3.6 months	Employer liability for the block leave	No	Yes	No	Parental leave	Employer must prove	Same position or equivalent
Iceland	87 weeks (12 months either parent (paid), 4 months each parent unpaid))	80 up to a ceiling (600 000 krónur per month) for 12 months	Social insurance	Yes	Yes	Yes	Parental leave, additional period	Employer must prove	Same position or equivalent
Ireland	62 weeks (26 weeks each parent unpaid, plus parent leave of 5 weeks per parent paid)	Flat rate for 5 weeks each parent	Social insurance	Yes	Yes	Yes	Parental leave	Employer must prove	Same position or equivalent
Italy	48 weeks (11 months either parent, 10 months if father does not take at least 3 months)	30	Social insurance	Yes	Yes	Yes	Parental leave, additional period	Employer must prove	Same position or equivalent
Latvia	156 weeks (18 months each parent)	If a parent chooses to receive the benefit until a child reaches one year of age, the parental benefit is 60% of the previous earnings; if a parent chooses to receive the benefit until a child reaches 18 months of age, the parental benefit is 43.6% of the previous earnings	Social insurance	Yes	Yes	No	Parental leave	Employer must prove	Same position or equivalent

Country	Duration of parental leave in national legislation	Amount of parental leave cash benefits (% of previous earnings)	Source of funding of parental leave cash benefits	Provision of parental leave cash benefits for self-employed workers	Provision of parental leave for adoptive parents	Provision of parental leave for same-sex parents	Parental leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to parental leave	Right to return to the same or equivalent position
Europe and Central Asia									
Northern, Southern and Western Europe									
Lithuania	104 weeks (24 months) either parent or actual carer	31.03 up to a ceiling (€810.69) (more if shorter leave is taken)	Social insurance	Yes	Yes	No	Parental leave, additional period	Employer must prove	Same position or equivalent
Luxembourg	52 weeks (6 months each parent)	100 up to a ceiling	Universal	Yes	Yes	Yes	Parental leave, additional period	Employer must prove	Same position or equivalent
Malta	35 weeks (4 months each parent)	0	n/a	No	Yes	No	Parental leave	Employer not required to prove	Same position or equivalent
Monaco	–	–	–	–	–	–	–	–	–
Montenegro	52 weeks (up to 365 days from the birth of child (after expiry of maternity leave))	100 ²¹	Social insurance	Yes	Yes	No	Leave	Employer not required to prove	Same position or equivalent
Netherlands	52 weeks (26 weeks each parent)	0	n/a	No	Yes	Yes	As a result of	Employer must prove	Not guaranteed
North Macedonia	13 weeks (3 months) ^{A22}	0	n/a	No	Yes	No	Parental leave, additional period	Employer not required to prove	Same position or equivalent
Norway	163 weeks (59 weeks either parent; plus 1 year each parent)	80% for 59 weeks or 100% for 49 weeks	Mixed: 31 weeks social insurance, universal for flat rate benefit for 1 year	Yes	Yes	Yes	Parental leave, additional period, as a result of	Employer must prove	Same position or equivalent
Portugal	130 weeks (3 months each parent (two more years of unpaid child-care leave available if parental leave was taken))	25 (two more years unpaid)	Social insurance	Yes	Yes	Yes	Parental leave	Employer must prove	Same position
San Marino	78 weeks (until child is 18 months (starting after compulsory leave of mother), either parent)	30 until child is 1 year, 20 thereafter	Social insurance	Yes	Yes	No	Parental leave	Employer not required to prove	Same position (until child reached 16 months)

Country	Duration of parental leave in national legislation	Amount of parental leave cash benefits (% of previous earnings)	Source of funding of parental leave cash benefits	Provision of parental leave cash benefits for self-employed workers	Provision of parental leave for adoptive parents	Provision of parental leave for same-sex parents	Parental leave – Length of protection against dismissal	Burden of proving the reasons for dismissal are not related to parental leave	Right to return to the same or equivalent position
Europe and Central Asia									
Northern, Southern and Western Europe									
Serbia	52 weeks (365 days from the date of commencement of maternity leave) ^{^ 23}	66.7	Social insurance	Yes	Yes	No	Leave	Employer not required to prove	Not guaranteed
Slovenia	37 weeks (130 days each parent)	100 up to a ceiling of 2.5 times the average salary in Slovenia (€3 664.30 per month)	Social insurance	Yes	Yes	Yes	Parental leave, additional period	Employer must prove	Same position ²⁴
Spain	312 weeks (3 years each parent)	0	n/a	No	Yes	Yes	Parental leave, additional period	Employer must prove	Same position or equivalent
Sweden	68 weeks (240 days each parent (a single parent is entitled to a full 480 days))	80 up to a ceiling for 390 days (465 000 kronor); flat rate for the remaining 90 days (180 kronor per day)	Social insurance	Yes	Yes	Yes	Parental leave, as a result of	Employer must prove	Same position
Switzerland	–	–	–	–	–	–	–	–	–
United Kingdom of Great Britain and Northern Ireland	36 weeks (18 weeks each parent) ²⁵	0	n/a	No	Yes	Yes	Parental leave, additional period	Employer must prove	Same position or equivalent

Note: 185 countries and territories. – = No parental leave. n/a = Not applicable. ^ = Parental leave is only available to mothers.

Source: Compiled by authors from national legislation.

Methodological notes

Duration of parental leave in national legislation

Unless otherwise specified, the duration of parental leave in days, weeks or months is intended as “consecutive” days, since this leave entitlement is usually long, although it can sometimes be taken flexibly in portions over a longer period (for example, until the child is 8 years old). For comparative purposes, duration of parental leave in years or until the child reaches a certain age (usually in years or months) as expressed in the national legislation has been converted into “consecutive” weeks. Statutory duration in “working days” has been converted based on a five-day week. The leave as found in legislation is expressed in brackets next to the number of consecutive weeks.

Amount of parental leave cash benefits (% of previous earnings)

Based on Article 6 of Convention No. 183, the amount of cash benefits is expressed as a percentage of the worker’s earnings (or other standard reference earnings) prior to the beginning of parental leave or it is expressed as a “flat rate benefit” in order to summarize more complex methods used for the purpose of computing benefits.

Source of funding of parental leave cash benefits

Similar to previous indicators, countries are classified as financed by:

- ▶ social insurance (contributory scheme);
- ▶ social assistance (non-contributory scheme, funded through general taxation);
- ▶ the employer (“employer liability”);
- ▶ a combination of these systems (“mixed system”).

Employer liability includes systems in which employers are statutorily responsible for the full payment of the previous earnings of workers on parental leave. It also includes mixed systems in which employers are liable for the payment of at least one-third of previous earnings.

A mixed system might involve an initial payment by the employer, followed by a partial reimbursement by social insurance or public funds. Mixed systems might also provide that the employer pays the difference between the social insurance benefit and the worker’s previous earnings. Some systems stipulate that the employer has to pay for workers who are not covered by social security. For the purposes of this report, benefits paid to these latter workers are classified as being funded by social security.

Provision of parental leave for self-employed workers

Where the source of funding for the parental leave benefit is employer liability, or where the social insurance or state funding scheme does not include self-employed persons, the indicator is expressed as “No”. Where the social insurance or state funding scheme does include self-employed persons, the indicator is expressed as “Yes”. “Voluntary” (added in brackets) indicates that statutory provision of parental leave cash benefits is mandated for self-employed persons only on a non-mandatory basis.

Provision of parental leave for adoptive parents

“Yes” indicates that legislation expressly provides for leave to be applicable to adoptive parents. “No” indicates that legislation does not expressly provide for leave to be applicable to adoptive parents.

Provision of parental leave for same-sex parents

“Yes” indicates that male and female same-sex partners can access parental leave in law and practice. “No” indicates that in law or in practice, male and female same-sex couples cannot access parental leave. Where same-sex partnerships are prohibited in law, “No” has been used. Where the law is not clear and could allow for same-sex partners to access leave, but there is no evidence in practice that this has been accessible or used by same-sex partners, “No information found” has been used.

Parental leave – Length of protection against dismissal

- ▶ Parental leave = workers are protected from dismissal during parental leave.
- ▶ Additional period = workers are protected from dismissal during a period before or after their return to work from parental leave.
- ▶ As a result of = workers are protected from dismissal as a result of/in relation to parental leave; however, the specific period is not defined and may therefore cover before, during and after parental leave.
- ▶ No explicit protection = the law does not provide any type of legal protection against dismissal in relation to parental leave.

This indicator determines whether the legislation provides employment protection during parental leave, which constitutes a period including leave and an additional period following the worker’s return to work. All the periods covered by statutory employment protection for which information was available or could be identified are reported for each country. The indicator does not specify whether the legislation allows dismissal on grounds unrelated to the parental leave. The value “additional period” includes any period of protection from dismissal upon return to work in relation to having taken parental leave and any period before taking parental leave, such as from the moment the worker notified their intention to take leave. The length of this “additional period” varies from country to country.

Burden of proving the reasons for dismissal are not related to parental leave

- ▶ Employer = the burden of proof rests on the employer.
- ▶ Worker = the burden of proof rests on the worker.
- ▶ Not provided = the legislation does not include a statutory provision on the burden of proof.

This indicator aims to determine on which party, if any, the legislation places the obligation to prove that whether unlawful dismissal has or has not occurred (“burden of proof”). The shift to the defendant (that is, to the employer) to prove that discrimination had not occurred is a significant asset in assisting victims of discrimination in judicial or other dispute settlement mechanisms.

Right to return to the same or equivalent position

- ▶ Same position = workers are entitled to return to the same position after parental leave.
- ▶ Same position or equivalent = workers are entitled to return to the same or an equivalent position after parental leave.
- ▶ Not guaranteed = workers are not guaranteed the right to return to the same or an equivalent position after parental leave.

This indicator assesses whether the legislation grants the right to job-protected parental leave and under what conditions. In some countries, the legislation provides for the right to return to the same position,

while in other countries, employers can choose to reintegrate the worker into the same position or an equivalent one after parental leave. Therefore, a distinction is made between return to the “same position” and return to the “same position or equivalent”. This indicator does not specify whether the same or equivalent position is paid at the same rate as before parental leave.

Sources

All information in the table is based on a review of data which took place from mid-2020 to mid-2021. The main sources of information used to collect the data were the [ILO NATLEX Database](#) of national labour, social security and related human rights legislation, and official government websites using the most recent published and consolidated versions of the laws.

Table notes

- 1 Egypt: Leave is only available to workers in establishments with 50 or more workers.
- 2 Canada: Canada is a federal State and leave varies among provinces and territories. Federal legislation has been provided for employment protection indicators, discrimination and parental benefits, while the provincial and territory minimum (with the exception of Nunavut) has been used for the amount of leave. Therefore, in many of the provinces and territories, leave may be longer than what is provided in this table. Leave amount generally ranges between 61 and 77 weeks. Note that Quebec has its own leave and benefits scheme, and Nunavut only provides 37 weeks of leave, which is less than the length of the federal payment benefit.
- 3 Canada: Standard parental: up to 40 weeks, but one parent cannot receive more than 35 weeks of standard benefits. Extended parental: up to 69 weeks, but one parent cannot receive more than 61 weeks of extended benefits.
- 4 Canada: This raises to 43 weeks when both parents take the leave and share the benefits.
- 5 United States: The Family and Medical Leave Act of 1993 provides up to 12 weeks of unpaid leave in a 12-month period to women and men who have worked for a covered employer for at least 1,250 hours over the preceding 12 months. This law provides unpaid leave for a variety of reasons, including childbirth or the care of a newborn child up to 12 months.
- 6 Japan: If both parents share some of the leave, parental leave can be extended up to 14 months (as a “bonus”).
- 7 Mongolia: Under the Labour Code, a mother’s (or single father’s) employment cannot be terminated until the child reaches the age of 3.
- 8 Republic of Korea: In cases where both parents take parental leave for the same child at different times, the allowance for the first three months of leave taken by the second parent increases to 100 per cent of ordinary earnings, with a limit of 2,500,000 won. These so-called “daddy months” aim to encourage fathers to take parental leave – as fathers conventionally take leave after the mother – by providing higher benefits when both parents participate in parental leave consecutively.
- 9 New Zealand: Amount of leave depends on length of service before taking leave.
- 10 Uzbekistan: Termination of the employment contract with pregnant women and women with children under three years, on the initiative of the employer, is prohibited.
- 11 Slovakia: Leave is until child reaches three. However, 28 weeks of paternity and maternity leave are included in this three-year period of leave. If parents are not eligible for maternity or paternity, they can take the full three years of parental leave that is universal, meaning all parents are eligible.
- 12 Slovakia: While both parents can take parental leave at the same time, only one parent is entitled to the parental allowance at any given time.
- 13 Ukraine: The monthly benefit is based on the number of children, the minimum monthly subsistence level, and average family income.
- 14 Ukraine: Protection from dismissal is for women with children under the age of three (up to six years if a child needs home care for medical reasons) and for single mothers taking care of a child under the age of 14 years or a child with disabilities.
- 15 Austria: There is a range of payment options depending on the length of leave taken and whether both parents take leave, in which case length and benefit increase.
- 16 Croatia: There is also a right for either parent to take leave until the child reaches the age of 3, but only if maternity and parental leave have already been taken. During that time, the parent’s rights and obligations regarding their employment are suspended, and the rights to compulsory health insurance and retirement insurance are maintained. This leave is unpaid, and contributions for pensions and healthcare are not paid during that period.

- 17 Denmark: Payment is per family. All workers covered by collective agreements have no ceiling for some or all of the weeks. About 75 per cent of the workforce is covered by collective agreements mandating employers to top up the state benefits (currently 4 405 kroner per week), which represent on average around 50 per cent of previous earnings (daily cash benefits in relation to previous earnings up to a ceiling). Within this framework, workers receive compensation during leave from their employer up to their full previous earnings, up to a ceiling.
- 18 Denmark: Female same-sex partners can adopt from birth and are entitled to leave. Male same-sex partners are not entitled to leave because there can be only two parents (biological surrogate mother and one of the fathers). The non-biological father can only adopt the child after 2.5 years and does not therefore have eligibility for paternity (and parental) leave. See: https://www.leavenetwork.org/fileadmin/user_upload/K_leave-network/country_notes/2020/PMedited.Denmark.with_supplement.31aug2020.pdf.
- 19 Finland: 70 per cent up to a ceiling.
- 20 Finland: This only applies to female same-sex couples, as the partner must be living with or married to or registered as a partner to the biological mother.
- 21 Montenegro: the cash benefits an employee receives depends on the length of service with the employer; employees with 12 months of service receive 100 per cent, but employees with less service receive a lower benefit (70 per cent for 6-12 months of service, 50 per cent for 3-6 months of service, 30 per cent for less than 3 months of service).
- 22 North Macedonia: Fathers and adoptive parents are able to access entitlement in the exceptional event that the mother is unable to use maternity leave.
- 23 Serbia: An employed woman in Serbia is entitled to leave for pregnancy and childbirth, as well as leave for childcare for a total duration of 365 days. She may start her maternity leave 28 days before her due date at the latest. Maternity leave shall last until three months after childbirth. Therefore, the parental leave part of the leave would be reduced by the amount of leave taken during maternity.
- 24 Slovenia: Article 186 of the Parental Care and Family Benefits Act 2014 specifies: "(3) After the termination of parental leave, the employer must enable the employee to start performing work under the conditions from the employment contract."
- 25 United Kingdom: Only four weeks of leave may be taken in any one calendar year for each child, unless an employer agrees otherwise.

► **Table A.4. Long-term care leave and emergency leave**

Country	LONG-TERM CARE LEAVE			EMERGENCY LEAVE		
	Provision of long-term care leave	Source of funding of long-term care leave cash benefits	Provision of long-term care leave for self-employed workers	Provision of emergency leave	Source of funding of emergency leave cash benefits	Provision of emergency leave for self-employed workers
Africa						
Northern Africa						
Algeria	No	–	–	Yes, paid	Employer liability	No
Egypt	No	–	–	Yes, paid	Employer liability	No
Libya	No	–	–	Yes, paid	Employer liability	No
Morocco	No	–	–	Yes, paid	Employer liability	No
Sudan	No	–	–	No	–	–
Tunisia	No	–	–	No	–	–
Sub-Saharan Africa						
Angola	No	–	–	Yes, paid	Employer liability	No
Benin	No	–	–	Yes, paid	Employer liability	No
Botswana	No	–	–	No	–	–
Burkina Faso	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Burundi	No	–	–	Yes, paid	Employer liability	No
Cabo Verde	No	–	–	Yes, paid	Employer liability	No
Cameroon	No	–	–	Yes, paid	Employer liability	No
Central African Republic	No	–	–	Yes, paid	Employer liability	No
Chad	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Comoros	No	–	–	Yes, paid	Employer liability	No
Congo	No	–	–	Yes, paid	Employer liability	No
Côte d'Ivoire	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Democratic Republic of the Congo	No	–	–	Yes, paid	Employer liability	No

Country	LONG-TERM CARE LEAVE			EMERGENCY LEAVE		
	Provision of long-term care leave	Source of funding of long-term care leave cash benefits	Provision of long-term care leave for self-employed workers	Provision of emergency leave	Source of funding of emergency leave cash benefits	Provision of emergency leave for self-employed workers
Africa						
Sub-Saharan Africa						
Djibouti	No	–	–	Yes, paid	Employer liability	No
Equatorial Guinea	No	–	–	Yes, paid	Employer liability	No
Eritrea	No	–	–	Yes, paid	Employer liability	No
Eswatini	No	–	–	Yes, unpaid	n/a	No
Ethiopia	No	–	–	Yes, paid	Employer liability	No
Gabon	No	–	–	Yes, paid	Employer liability	No
Gambia	No	–	–	No	–	–
Ghana	No	–	–	No	–	–
Guinea	No	–	–	No	–	–
Guinea-Bissau	No	–	–	No	–	–
Kenya	No	–	–	No	–	–
Lesotho	No	–	–	No	–	–
Liberia	No	–	–	Yes, paid	Employer liability	No
Madagascar	No	–	–	Not assessable	Not specified	No
Malawi	No	–	–	No	–	–
Mali	No	–	–	Yes, unpaid	n/a	No
Mauritania	No	–	–	Yes, paid	Employer liability	No emergency leave
Mauritius	No	–	–	Yes, paid	Employer liability	No
Mozambique	No	–	–	Yes, unpaid	n/a	No
Namibia	No	–	–	Yes, paid	Employer liability	No
Niger	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Nigeria	No	–	–	No	–	–
Rwanda	No	–	–	Yes, paid	Employer liability	No
Sao Tome and Principe	Yes, paid	Social insurance	No	Yes, unpaid	n/a	No
Senegal	No	–	–	Yes, paid	Employer liability	No

Country	LONG-TERM CARE LEAVE			EMERGENCY LEAVE		
	Provision of long-term care leave	Source of funding of long-term care leave cash benefits	Provision of long-term care leave for self-employed workers	Provision of emergency leave	Source of funding of emergency leave cash benefits	Provision of emergency leave for self-employed workers
Africa						
Sub-Saharan Africa						
Seychelles	Yes, paid	Mixed – 80 up to a ceiling (2 480 rupees a month) (universal); employer pays the difference between the universal amount and the full salary	Yes	Yes, paid	Employer liability	No
Sierra Leone	No	–	–	No	–	–
Somalia	No	–	–	No	–	–
South Africa	No	–	–	Yes, paid	Employer liability	No
South Sudan	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Togo	No	–	–	Yes, paid	Employer liability	No
Uganda	No	–	–	Yes, paid	Employer liability	No
United Republic of Tanzania	No	–	–	Yes, paid	Employer liability	No
Zambia	No	–	–	Yes, paid	Employer liability	No
Zimbabwe	No	–	–	Yes, paid	Employer liability	No
Americas						
Latin America and the Caribbean						
Antigua and Barbuda	No	–	–	No	–	–
Argentina	No	–	–	Yes, paid	Employer liability	No
Bahamas	No	–	–	Yes, unpaid	n/a	No
Barbados	No	–	–	No	–	–
Belize	No	–	–	No	–	–
Bolivia (Plurinational State of)	No	–	–	No	–	–
Brazil	No	–	–	Yes, paid	Employer liability	No
British Virgin Islands	No	–	–	Yes, paid	Employer liability	No
Chile	Yes, paid	Social insurance	Yes	Yes, paid	Social insurance	Yes; no
Colombia	No	–	–	Yes, paid	Employer liability	No

Country	LONG-TERM CARE LEAVE			EMERGENCY LEAVE		
	Provision of long-term care leave	Source of funding of long-term care leave cash benefits	Provision of long-term care leave for self-employed workers	Provision of emergency leave	Source of funding of emergency leave cash benefits	Provision of emergency leave for self-employed workers
Africa						
Sub-Saharan Africa						
Costa Rica	No	–	–	No	–	–
Cuba	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Dominican Republic	No	–	–	Yes, paid	Employer liability	No
Ecuador	Yes, paid	Employer liability	No	Yes, paid	Employer liability	No
El Salvador	No	–	–	Yes, paid	Employer liability	No
Guatemala	No	–	–	Yes, paid	Employer liability	No
Guyana	No	–	–	No	–	–
Haiti	No	–	–	No	–	–
Honduras	No	–	–	No	–	–
Jamaica	No	–	–	No	–	–
Mexico	Yes, paid	Social insurance	No	No	–	–
Nicaragua	No	–	–	Yes, paid	Employer liability	No
Panama	No	–	–	No	–	–
Paraguay	No	–	–	Yes, paid	Employer liability	No
Peru	No	–	–	Yes, paid	Employer	No
Saint Kitts and Nevis	No	–	–	No	–	–
Saint Lucia	No	–	–	No	–	–
Saint Vincent and the Grenadines	No	–	–	No	–	–
Suriname	No	–	–	No	–	–
Trinidad and Tobago	No	–	–	No	–	–
Uruguay	No	–	–	Yes, paid	Employer	No
Venezuela (Bolivarian Republic of)	No	–	–	No	–	–
Northern America						
Canada	Yes, paid	Social insurance	Yes (voluntary)	Yes, paid	Employer liability	No
United States of America	Yes, unpaid	n/a	No	No	–	–

Country	LONG-TERM CARE LEAVE			EMERGENCY LEAVE		
	Provision of long-term care leave	Source of funding of long-term care leave cash benefits	Provision of long-term care leave for self-employed workers	Provision of emergency leave	Source of funding of emergency leave cash benefits	Provision of emergency leave for self-employed workers
Arab States						
Bahrain	No	–	–	Yes, paid	Employer liability	No
Iraq	No	–	–	Yes, paid	Employer liability	No
Jordan	No	–	–	No	–	–
Kuwait	No	–	–	Yes, paid	Employer	No
liability	No	–	–	Yes, paid	Employer liability	No
Lebanon	No	–	–	No	–	–
Oman	No	–	–	Yes, paid	Employer liability	No
Qatar	No	–	–	No	–	–
Saudi Arabia	No	–	–	Yes, paid	Employer liability	No
Syrian Arab Republic	No	–	–	Yes, paid	Employer liability	No
United Arab Emirates	No	–	–	No	–	–
Yemen	No	–	–	Yes, paid	Employer liability	No
Asia and the Pacific						
Eastern Asia						
China	No	–	–	Yes, paid	Employer liability	No
Hong Kong, China	No	–	–	No	–	–
Japan	Yes, paid	Social insurance	No	Yes, unpaid	n/a	No
Mongolia	No	–	–	No	–	–
Republic of Korea	Yes, unpaid	n/a	No	Yes, unpaid	n/a	No
South-Eastern Asia and the Pacific						
Australia	No	–	–	Yes, paid	Employer liability	No
Brunei Darussalam	No	–	–	No	–	–
Cambodia	No	–	–	No ¹	–	–
Fiji	No	–	–	Yes, paid	Employer liability	No
Indonesia	No	–	–	Yes, paid	Employer liability	No

Country	LONG-TERM CARE LEAVE			EMERGENCY LEAVE		
	Provision of long-term care leave	Source of funding of long-term care leave cash benefits	Provision of long-term care leave for self-employed workers	Provision of emergency leave	Source of funding of emergency leave cash benefits	Provision of emergency leave for self-employed workers
Asia and the Pacific						
South-Eastern Asia and the Pacific						
Lao People's Democratic Republic	No	–	–	Yes, paid	Employer liability	No
Malaysia	No	–	–	No	–	–
Myanmar	No	–	–	Yes, paid	Employer liability	No
New Zealand	No	–	–	Yes, paid	Employer liability	No
Papua New Guinea	No	–	–	No	–	–
Philippines	No	–	–	No	–	–
Samoa	No	–	–	No	–	–
Singapore	No	–	–	Yes, paid	Mixed (3 days employer, 3 days universal)	Yes
Solomon Islands	No	–	–	No	–	–
Thailand	No	–	–	No	–	–
Timor-Leste	No	–	–	Yes, unpaid	n/a	No
Tonga	No	–	–	No	–	–
Vanuatu	No	–	–	No	–	–
Viet Nam	Yes, paid	Social insurance	No	Yes, paid	Employer liability	No
Southern Asia						
Afghanistan	No	–	–	Yes, paid	Employer liability	No
Bangladesh	No	–	–	No	–	–
Bhutan	No	–	–	Yes, paid	Employer liability	No
India	No	–	–	No	–	–
Iran (Islamic Republic of)	Yes, paid	Employer liability	No	No	–	–
Maldives	No	–	–	Yes, paid	Employer liability	No
Nepal	No	–	–	Yes, paid	Employer liability	No
Pakistan	No	–	–	Yes, paid	Employer liability	No
Sri Lanka	No	–	–	Yes, paid	Employer liability	No

Country	LONG-TERM CARE LEAVE			EMERGENCY LEAVE		
	Provision of long-term care leave	Source of funding of long-term care leave cash benefits	Provision of long-term care leave for self-employed workers	Provision of emergency leave	Source of funding of emergency leave cash benefits	Provision of emergency leave for self-employed workers
Europe and Central Asia						
Central and Western Asia						
Armenia	Yes, unpaid	n/a	No	Yes, unpaid	n/a	No
Azerbaijan	Yes, unpaid	n/a	No	Yes, unpaid	n/a	No
Cyprus	No	–	–	Yes, unpaid	n/a	No
Georgia	No	–	–	Yes, unpaid	n/a	No
Israel	Yes, paid	Employer liability	No	Yes, paid	Employer liability	No
Kazakhstan	No	–	–	Yes, unpaid	n/a	No
Kyrgyzstan	Yes, paid	Employer liability	No	Yes, unpaid	n/a	No
Tajikistan	No	–	–	Yes, unpaid	n/a	Yes
Turkey	No	–	–	Yes, paid	Employer liability	No
Turkmenistan	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Uzbekistan	No	–	–	Yes, unpaid	n/a	No
Eastern Europe						
Belarus	Yes, paid	Social insurance	Yes	Yes, unpaid	n/a	No
Bulgaria	No	–	–	Yes, unpaid	n/a	n/a
Czechia	Yes, paid	Social insurance	Yes (voluntary)	Yes, paid	Social insurance	Yes (voluntary)
Hungary	Yes, paid	Social assistance	Yes	Yes, paid	Employer	No
Poland	Yes, paid	Social insurance for company with less than 20 workers; employer in company with more than 20 workers	Yes	Yes, paid	Employer	No
Republic of Moldova	Yes, unpaid	n/a	No	Yes, unpaid	n/a	No
Romania	Yes, paid	Social insurance	Yes	No	–	–
Russian Federation	Yes, paid	Social insurance	Yes	Yes, unpaid	n/a	No
Slovakia	No	–	–	Yes, paid	Social insurance	Yes
Ukraine	Yes, unpaid	n/a	No	Yes, paid	Not specified	No

Country	LONG-TERM CARE LEAVE			EMERGENCY LEAVE		
	Provision of long-term care leave	Source of funding of long-term care leave cash benefits	Provision of long-term care leave for self-employed workers	Provision of emergency leave	Source of funding of emergency leave cash benefits	Provision of emergency leave for self-employed workers
Europe and Central Asia						
Northern, Southern and Western Europe						
Albania	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Andorra	Yes, unpaid	n/a	No information found	No	–	–
Austria	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Belgium	Yes, paid	Social insurance	Yes	Yes, unpaid	n/a	No
Bosnia and Herzegovina	No	–	–	Yes, paid	Employer liability	No
Croatia	Yes, paid	Social insurance	Yes	Yes, paid	Employer liability	No
Denmark	No	–	–	Yes, unpaid	n/a	No information found
Estonia	Yes, paid	–	Yes	Yes, paid	Universal	Yes
Finland	Yes, paid	Social assistance	Yes	Yes, paid	Employer	No
France	Yes, paid	Social insurance	Yes	Yes, unpaid	n/a	No
Germany	Yes, unpaid	n/a	No	Yes, paid	Social insurance	No
Greece	No	–	–	Yes, paid	Employer liability	No
Iceland	No	–	–	No	–	–
Ireland	Yes, paid	Social assistance	Yes	Yes, paid	Employer liability	No
Italy	Yes, paid	Social insurance	No	Yes, unpaid	n/a	No
Latvia	Yes, paid	Social insurance	Yes	Not assessable	Social insurance	Yes
Lithuania	Yes, unpaid	n/a	No	Yes, unpaid	n/a	No
Luxembourg	Yes, paid	Social insurance	No	Yes, paid	Social insurance	No
Malta	Yes, unpaid	n/a	No	No	–	–
Monaco	No	–	–	Yes, paid	Employer liability	No
Montenegro	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
Netherlands	Yes, unpaid	n/a	No	Yes, paid	Employer liability	No
North Macedonia	No	–	–	Yes, paid	Employer liability	No
Norway	Yes, paid	Social insurance	Yes	Yes, paid	Mixed (first 10 days employer, rest social insurance)	Yes

Country	LONG-TERM CARE LEAVE			EMERGENCY LEAVE		
	Provision of long-term care leave	Source of funding of long-term care leave cash benefits	Provision of long-term care leave for self-employed workers	Provision of emergency leave	Source of funding of emergency leave cash benefits	Provision of emergency leave for self-employed workers
Europe and Central Asia						
Northern, Southern and Western Europe						
Portugal	Yes, paid	Social insurance	Yes	Yes, paid	Social insurance	Yes (for worker caring for a sick child)
San Marino	Yes, paid	Not information found	No information found	No	–	–
Serbia	Yes, paid	Social insurance	Yes	Yes, paid	Employer liability	No
Slovenia	Yes, paid	Social insurance	Yes	Yes, paid	Social insurance	Yes
Spain	Yes, paid	Social insurance	Yes	Yes, paid	Employer liability	No
Sweden	Yes, paid	Social insurance	Yes	No	–	–
Switzerland	Yes, paid	Social insurance	Yes	Yes, paid	Employer liability	No
United Kingdom of Great Britain and Northern Ireland	No	–	–	Yes, unpaid	n/a	No

Note: 185 countries and territories. – = No long-term care leave or no emergency leave. n/a = not applicable.

Source: Compiled by authors from national legislation.

Methodological notes

Provision of long-term care leave

Long-term care leave is a special leave entitlement available to employed persons to take care of family members (both children and adults) who have a long-term functional dependency, for example, persons who have difficulties in carrying out activities of daily living, such as bathing, dressing and getting in and out of bed. Long-term care leave can be either paid or unpaid.

Presence of emergency leave

Emergency leave is a special leave of short duration that a worker can take in case of *force majeure* for urgent family reasons that make the immediate presence of the worker indispensable. Emergency leave can be either paid or unpaid.

Source of funding of long-term and emergency leave cash benefits

Countries are classified as financed by:

- ▶ social insurance (contributory scheme);
- ▶ social assistance (non-contributory scheme, funded through general taxation);
- ▶ the employer (“employer liability”);
- ▶ a combination of these systems (“mixed”).

Employer liability includes systems in which employers are statutorily responsible for the full payment of the previous earnings of workers on long-term or emergency leave. It also includes mixed systems in which employers are liable for the payment of at least one-third of previous earnings.

A mixed system might involve an initial payment by the employer, followed by a partial reimbursement by social insurance or public funds. Mixed systems might also provide that the employer pays the difference between the social insurance benefit and the worker’s previous earnings. Some systems stipulate that the employer has to pay for workers who are not covered by social security. For the purposes of this report, benefits paid to these latter workers are classified as being funded by social security.

Provision of leave for self-employed workers

Where the source of funding for the leave benefit is employer liability, or where the social insurance or state funding scheme does not include self-employed persons, the indicator is expressed as “No”. Where the social insurance or state funding scheme does include self-employed persons, the indicator is expressed as “Yes”. “Voluntary” (added in brackets) indicates that statutory provision of long-term or emergency leave cash benefits is mandated for self-employed persons only on a non-mandatory basis.

Sources

All information in the table is based on a review of data which took place from mid-2020 to mid-2021. The main sources of information used to collect the data were the [ILO NATLEX Database](#) of national labour, social security and related human rights legislation, and official government websites using the most recent published and consolidated versions of the laws.

Table notes

- 1 Cambodia: However, article 171 of the Labour Code states: “The employer has the right to grant his worker special leave during the event directly affecting the worker’s immediate family. If the worker has not yet taken his annual leave, the employer can deduct the special leave from the worker’s annual leave. If the worker has taken all his annual leave, the employer cannot deduct the special leave from the worker’s annual leave for the next year. Hours lost during the special leave can be made up under the conditions set by a Prakas of the Ministry in Charge of Labour.”.

► **Table A.5. Health protection for pregnant and nursing women**

Country	Night work protection	Time off for prenatal medical examinations	Protections against dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Africa				
Northern Africa				
Algeria	Prohibition (w)	Not provided	No obligation	Transfer
Egypt	Prohibition (w)	Not provided	No protection	No alternative
Libya	No restriction	Not provided	No obligation (w)	No alternative
Morocco	No obligation (w)	Not provided	Prohibition (w)	No alternative
Sudan	Prohibition (w)	Not provided	Prohibition (w)	No alternative
Tunisia	No information found	Not provided	Prohibition (w)	No alternative
Sub-Saharan Africa				
Angola	No restriction ¹	Paid	Prohibition (w)	Transfer ²
Benin	No restriction	Not provided	No obligation	Transfer
Botswana	No restriction	Not provided	No protection	No alternative
Burkina Faso	Prohibition (w)	Not provided	Prohibition(w)	Transfer
Burundi	No restriction	Not provided	No obligation	Transfer
Cabo Verde	No obligation	Provided	No protection	No alternative
Cameroon	Prohibition (w)	Not provided	Prohibition (w)	Transfer
Central African Republic	Prohibition (w)	Not provided	Prohibition (w)	Transfer
Chad	Prohibition (w)	Not provided	No obligation (w)	Transfer
Comoros	No restriction	Not provided	No obligation (w)	Transfer
Congo	Prohibition (w)	Not provided	No obligation	Transfer
Côte d'Ivoire	Prohibition	Paid	No obligation	Transfer
Democratic Republic of the Congo	Prohibition (w)	Not provided	No obligation	Transfer
Djibouti	No restriction	Not provided	No obligation	Transfer
Equatorial Guinea	No restriction	Not provided	No obligation	No alternative
Eritrea	Prohibition	Paid	No obligation	Transfer

Country	Night work protection	Time off for prenatal medical examinations	Protections against dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Africa				
Sub-Saharan Africa				
Eswatini	Prohibition (w)	Not provided	No protection	No alternative
Ethiopia	Prohibition	Paid	Prohibition (w)	Transfer
Gabon	Prohibition (w)	Not provided	No obligation	Transfer
Gambia	No restriction	Not provided	No obligation	No alternative
Ghana	No obligation	Paid	No protection	No alternative
Guinea	Prohibition (w)	Not provided	No obligation	Transfer, extra leave
Guinea-Bissau	Prohibition (w)	Paid	No obligation	Transfer ³
Kenya	No restriction	Not provided	No protection	No alternative
Lesotho	No obligation	Not provided	No protection	No alternative
Liberia	No restriction	Not provided	No obligation	Transfer
Madagascar	Prohibition (w)	Not provided	No obligation (w)	Transfer
Malawi	No restriction	Not provided	No protection	No alternative
Mali	Prohibition (w)	Not provided	Prohibition	Transfer
Mauritania	Prohibition (w)	Not provided	Prohibition	Transfer
Mauritius	No obligation	Not provided	No obligation	No alternative
Mozambique	No obligation	Not provided	Prohibition (w)	Transfer
Namibia	Prohibition	Not provided	No protection	No alternative
Niger	No restriction	Not provided	No obligation ⁴	Leave
Nigeria	Prohibition (w)	Not provided	No protection	No alternative
Rwanda	No restriction	Not provided	Prohibition	Elimination, adaptation
Sao Tome and Principe	Prohibition	Provided	Prohibition	Adaptation, transfer, leave
Senegal	Prohibition	Not provided	Prohibition	No alternative
Seychelles	Prohibition	Not provided	No protection	Transfer, extra leave
Sierra Leone	No restriction	Not provided	No protection	No alternative
Somalia	Prohibition (w)	Not provided	No protection	No alternative
South Africa	No obligation	Provided	Prohibition	Transfer
South Sudan	Prohibition	Not provided	Prohibition	No alternative

Country	Night work protection	Time off for prenatal medical examinations	Protections against dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Africa				
Sub-Saharan Africa				
Togo	Prohibition	Not provided	Prohibition	Transfer ⁵
Uganda	No restriction	Not provided	No protection	No alternative
United Republic of Tanzania	Prohibition	Not provided	Prohibition	Transfer
Zambia	Prohibition	Not provided	No obligation	Transfer
Zimbabwe	No restriction	Not provided	No protection	No alternative
Americas				
Latin America and the Caribbean				
Antigua and Barbuda	No restriction	Not provided	No protection	No alternative
Argentina	No restriction	Not provided	Prohibition (w)	No alternative
Bahamas	No restriction	Not provided	No protection	No alternative
Barbados	No restriction	Not provided	Prohibition (w) (only for working with lead)	No alternative
Belize	Prohibition (w)	Not provided	No protection	No alternative
Bolivia (Plurinational State of)	Prohibition (w)	Not provided	Prohibition (w)	No alternative
Brazil	No restriction	Paid	Prohibition	Transfer, extra leave
British Virgin Islands	No restriction	Not provided	Prohibition	Adaptation, transfer, extra leave
Chile	Prohibition	Not provided	No obligation	Transfer
Colombia	No restriction	Not provided	No protection	No alternative
Costa Rica	No restriction	Not provided	Prohibition (w)	No alternative
Cuba	No restriction	Paid	No obligation	Transfer, extra leave
Dominican Republic	No restriction	Not provided	No obligation	Transfer, extra leave
Ecuador	No restriction	Not provided	Prohibition (w)	No alternative
El Salvador	No restriction	Not provided	Prohibition	No alternative
Guatemala	No restriction	Not provided	Prohibition	No alternative
Guyana	No restriction	Not provided	No protection	Adaptation, transfer
Haiti	No restriction	Not provided	Prohibition ⁶	Transfer, extra leave
Honduras	Prohibition ⁷	Paid	Prohibition	No alternative
Jamaica	No restriction	Not provided	No protection	No alternative

Country	Night work protection	Time off for prenatal medical examinations	Protections against dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Americas				
Latin America and the Caribbean				
Mexico	Prohibition	Not provided	No obligation	Extra leave
Nicaragua	Prohibition	Paid	Prohibition	Transfer
Panama	Prohibition	Paid	Prohibition	Transfer
Paraguay	Prohibition (w)	Not provided	Prohibition (w)	No alternative
Peru	No restriction	Not provided	No obligation	Adaptation, transfer
Saint Kitts and Nevis	No restriction	Not provided	No protection	No alternative
Saint Lucia	No restriction	Not provided	No protection	Adaptation, transfer
Saint Vincent and the Grenadines	No restriction	Not provided	No protection	No alternative
Suriname	No obligation	Paid	No protection	No alternative
Trinidad and Tobago	No restriction	Paid	Prohibition	Adaptation, transfer
Uruguay	No obligation	Not provided	No obligation	Transfer, extra leave
Venezuela (Bolivarian Republic of)	No restriction	Not provided	Prohibition	Transfer
Northern America				
Canada	No restriction	Not provided	No obligation	Adaptation, transfer, extra leave
United States of America	No restriction	Not provided	No protection	Adaptation, transfer, extra leave
Arab States				
Bahrain	Prohibition (w)	Not provided	Prohibition	No alternative
Iraq	Prohibition (w)	Not provided	Prohibition (w)	No alternative
Jordan	Prohibition (w)	Not provided	Prohibition(w)	No alternative
Kuwait	Prohibition (w)	Not provided	Prohibition (w)	No alternative
Lebanon	No restriction	Not provided	Prohibition (w)	No alternative
Oman	No obligation (w)	Not provided	No obligation (w)	No alternative
Qatar	No restriction	Not provided	Prohibition (w)	No alternative
Saudi Arabia	Prohibition (w)	Not provided	Prohibition (w)	No alternative
Syrian Arab Republic	Prohibition (w)	Not provided	Prohibition(w)	No alternative
United Arab Emirates	No restriction	Not provided	No protection	No alternative
Yemen	Prohibition (w)	Not provided	Prohibition(w)	No alternative

Country	Night work protection	Time off for prenatal medical examinations	Protections against dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Asia and the Pacific				
Eastern Asia				
China	Prohibition	Not provided	Prohibition	No alternative
Hong Kong, China	No restriction	Paid	No obligation	Transfer
Japan	No obligation	Provided	Prohibition	Transfer
Mongolia	No obligation	Not provided	No information found	Transfer
Republic of Korea	No information found	Paid	Prohibition	Transfer
South-Eastern Asia and the Pacific				
Australia	No restriction	Not provided	No obligation	Transfer, extra leave
Brunei Darussalam	No restriction	Not provided	No protection	No alternative
Cambodia	No restriction	Not provided	No protection	No alternative
Fiji	No restriction	Not provided	No protection	No alternative
Indonesia	Prohibition	Not provided	No protection	No alternative
Lao People's Democratic Republic	Prohibition	Not provided	Prohibition	Transfer
Malaysia	No obligation (w) ⁸	Not provided	No protection	No alternative
Myanmar	No restriction	Paid	No protection	No alternative
New Zealand	No restriction	Unpaid	No protection	Transfer
Papua New Guinea	Prohibition (w)	Not provided	No protection	No alternative
Philippines	Prohibition (w)	Not provided	No protection	No alternative
Samoa	No restriction	Not provided	No protection	No alternative
Singapore	Prohibition	Not provided	No protection	No alternative
Solomon Islands	Prohibition (w)	Not provided	No protection	No alternative
Thailand	Prohibition	Not provided	No obligation	Transfer
Timor-Leste	No obligation	Paid	No obligation	Transfer ⁹
Tonga	No restriction	Not provided	No protection	No maternity leave
Vanuatu	Prohibition (w)	Not provided	No protection	No alternative
Viet Nam	No obligation	Paid	No obligation	Adaptation, transfer, extra leave

Country	Night work protection	Time off for prenatal medical examinations	Protections against dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Asia and the Pacific				
Southern Asia				
Afghanistan	Prohibition	Not provided	Prohibition	Adaptation
Bangladesh	No obligation (w)	Not provided	Prohibition	No alternative
Bhutan	Prohibition	Not provided	Prohibition	Elimination, adaptation, transfer
India	No restriction	Not provided	Prohibition	No alternative
Iran (Islamic Republic of)	No restriction	Not provided	Prohibition (w)	Transfer
Maldives	No restriction	Not provided	No protection	No alternative
Nepal	No restriction	Not provided	No protection	Transfer
Pakistan	Prohibition (w)	Not provided	No protection	No alternative
Sri Lanka	No obligation	Not provided	Prohibition	No alternative
Europe and Central Asia				
Central and Western Asia				
Armenia	No obligation	Paid	Prohibition	Elimination, adaptation, transfer, extra leave
Azerbaijan	Prohibition	Paid	Prohibition (w)	Transfer
Cyprus	No obligation	Paid	No information found	Adaptation, transfer
Georgia	Prohibition	Not provided	Prohibition	No alternative
Israel	No information found	Not provided	Prohibition (w) ¹⁰	No information found
Kazakhstan	Prohibition	Not provided	Prohibition (w)	Transfer, extra leave
Kyrgyzstan	No restriction	Not provided	Prohibition (w)	Transfer, extra leave
Tajikistan	No obligation	Not provided	Prohibition (w)	Transfer, extra leave
Turkey	Prohibition	Paid	No protection ¹¹	Adaptation
Turkmenistan	Prohibition	Not provided	No obligation	Transfer
Uzbekistan	Prohibition	Not provided	Prohibition (w)	Transfer, leave
Eastern Europe				
Belarus	Prohibition	Not provided	Prohibition	Transfer, extra leave
Bulgaria	Prohibition	Paid	No obligation	Elimination, adaptation, transfer, extra leave
Czechia	No obligation	Not provided	Prohibition	Adaptation, transfer
Hungary	No obligation	Paid	No obligation	Transfer, extra leave

Country	Night work protection	Time off for prenatal medical examinations	Protections against dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Europe and Central Asia				
Eastern Europe				
Poland	Prohibition	Paid	Prohibition (w)	Elimination, adaptation, transfer, extra leave
Republic of Moldova	Prohibition	Not provided	Prohibition (w)	Transfer, extra leave
Romania	No obligation	Not provided	No protection	Adaptation, transfer, extra leave
Russian Federation	Prohibition	Paid	Prohibition (w)	Adaptation, transfer, extra leave
Slovakia	No obligation	Paid	Prohibition	Adaptation, transfer, extra leave
Ukraine	Prohibition	Not provided	No obligation	Transfer
Northern, Southern and Western Europe				
Albania	No obligation	Provided (upon an agreement with the employer)	Prohibition	Adaptation, transfer, extra leave
Andorra	Prohibition	Not provided	Prohibition	Adaption, transfer, extra leave
Austria	Prohibition	Paid	Prohibition	Elimination, adaptation, transfer, extra leave
Belgium	Prohibition	Paid	Prohibition	Elimination, adaptation, transfer, extra leave
Bosnia and Herzegovina	Prohibition	Not provided	Prohibition	Transfer, extra leave
Croatia	No restriction	Paid	No protection	Adaptation, extra leave
Denmark	No restriction	Provided	Prohibition	Adaptation, transfer, extra leave
Estonia	Prohibition	Paid	No obligation	Elimination, adaptation, transfer, extra leave
Finland	No restriction	Paid	No obligation	Elimination, transfer
France	No obligation	Not provided	Prohibition	Adaptation, transfer, extra leave
Germany	Prohibition	Paid	Prohibition	Elimination, adaptation, transfer, extra leave
Greece	No obligation	Paid	No protection ¹²	Adaptation, transfer, extra leave
Iceland	No restriction	Not provided	No protection	Adaptation, transfer, extra leave
Ireland	No obligation	Paid	Prohibition	Adaptation, transfer, extra leave
Italy	Prohibition	Paid	Prohibition	Adaptation, transfer, extra leave
Latvia	Prohibition	Paid	Prohibition	Adaptation, transfer, extra leave
Lithuania	No obligation	Not provided	Prohibition	Elimination, adaptation, transfer, extra leave
Luxembourg	No obligation	Paid	Prohibition	Elimination, adaptation, transfer, extra leave
Malta	No obligation	Paid	Prohibition	Adaptation, transfer, extra leave
Monaco	Prohibition (w)	Not provided	Prohibition (w)	Transfer

Country	Night work protection	Time off for prenatal medical examinations	Protections against dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Europe and Central Asia				
Northern, Southern and Western Europe				
Montenegro	Prohibition	Paid	No obligation	Transfer, extra leave
Netherlands	No obligation	Paid	Prohibition	Elimination, adaptation, transfer, extra leave
North Macedonia	Prohibition	Not provided	Prohibition	Adaptation, transfer, extra leave
Norway	No restriction	Paid	No protection	Transfer
Portugal	No obligation	Paid	No obligation	Adaptation, transfer, extra leave
San Marino	No restriction	Not provided	Prohibition	Adaptation, transfer, extra leave
Serbia	No obligation	Paid	Prohibition	Transfer, extra leave
Slovenia	Prohibition	Not provided	Prohibition	Adaptation, transfer, extra leave
Spain	No obligation	Paid	Prohibition	Adaptation, transfer, extra leave
Sweden	No restriction	Not provided	No obligation	Transfer, extra leave
Switzerland	Prohibition	Not provided	Prohibition	Adaptation, transfer, extra leave
United Kingdom of Great Britain and Northern Ireland	No restriction ¹³	Paid	Prohibition	Adaptation, extra leave

Note: 185 countries and territories. n/a = not applicable.

Source: Compiled by authors from national legislation.

Methodological notes

Night work protection

- ▶ No obligation = pregnant or breastfeeding workers cannot be obliged to do night work.
- ▶ No obligation (w) = all women cannot be obliged to do night work.
- ▶ Prohibition = pregnant or breastfeeding workers are prohibited from doing night work.
- ▶ Prohibition (w) = all women are prohibited from doing night work.
- ▶ No restriction = there are no legal provisions to limit night work.

Health protection – Paragraph 6(4) of Recommendation No. 191: “A pregnant or nursing woman should not be obliged to do night work if a medical certificate declares such work to be incompatible with her pregnancy or nursing.”

This indicator determines whether the legislation includes any provision to limit night work (defined according to national legislation) by pregnant or breastfeeding workers. It distinguishes between “no obligation”, namely the worker’s right not to be obliged to do night work, and “prohibition”, namely the statutory interdiction to prevent pregnant or breastfeeding from doing night work. In some cases, the legislation forbids night work to all women, irrespective of their pregnancy or nursing status. These instances are marked by “(w)”.

Time off for prenatal medical examinations

- ▶ Paid = women are entitled to time off from work with pay to attend prenatal medical examinations.
- ▶ Unpaid = women are entitled to time off from work without pay to attend prenatal medical examinations.
- ▶ Provided = women are entitled to time off from work to attend prenatal medical examinations, but the law does not specify whether this time off is paid.
- ▶ Not provided = the legislation does not provide for paid or unpaid time off to attend prenatal medical examinations.

Health protection – Paragraph 6(6) of Recommendation No. 191: “A woman should be allowed to leave her workplace, if necessary, after notifying her employer, for the purpose of undergoing medical examinations relating to her pregnancy.”

This indicator assesses whether the legislation provides pregnant workers with time off to attend antenatal healthcare visits and whether this time off is paid.

Protections against dangerous or unhealthy work

- ▶ No obligation = pregnant or breastfeeding workers cannot be obliged to perform dangerous or unhealthy work.
- ▶ No obligation (w) = all women cannot be obliged to perform dangerous or unhealthy work.
- ▶ Prohibition = pregnant or breastfeeding workers are prohibited from performing dangerous or unhealthy work.
- ▶ Prohibition (w) = all women are prohibited from performing dangerous or unhealthy work.
- ▶ No protection = there are no legal measures to protect the safety and health of pregnant or breastfeeding workers.

Health protection – Maternity Protection Convention, 2000 (No. 183), Article 3: “Each Member shall, after consulting the representative organizations of employers and workers, adopt appropriate measures to ensure that pregnant or breastfeeding women are not obliged to perform work which has been determined by the competent authority to be prejudicial to the health of the mother or the child, or where an assessment has established a significant risk to the mother’s health or that of her child.”

Paragraph 6(3) of the Maternity Protection Recommendation, 2000 (No. 191) defines work prejudicial to the health of the mother or the child as follows: “(a) arduous work involving the manual lifting, carrying, pushing or pulling of loads; (b) work involving exposure to biological, chemical or physical agents which represent a reproductive health hazard; (c) work requiring special equilibrium; (d) work involving physical strain due to prolonged periods of sitting or standing, to extreme temperatures, or to vibration”.

This indicator establishes whether the legislation includes any provision to protect pregnant or breastfeeding workers from dangerous or unhealthy work. It distinguishes between “no obligation”, namely the worker’s right not to be obliged to perform dangerous work, and “prohibition”, namely the statutory interdiction to prevent pregnant or breastfeeding from performing dangerous work. The indicator refers to general non-obligation/prohibition of dangerous or unhealthy work as well as to non-obligation/prohibition that is limited to specific tasks or conditions (for example, working with chemicals, certain loads, etc.). In some cases, the legislation forbids hazardous or unhealthy work for all women, with or without special measures for pregnant or breastfeeding workers. These instances are marked by a “(w)”.

“No protection” does not distinguish between countries that have not provided any protections at all for pregnant or breastfeeding workers and countries that have not prohibited dangerous work, but have introduced mandatory alternative measures. This indicator must therefore be read with the indicator “Alternatives to dangerous work” to understand which countries may in fact have a plethora of protections without explicitly prohibiting dangerous work.

Alternatives to dangerous or unhealthy work

- ▶ Elimination = where dangerous or unhealthy work or a risk has been identified, the hazard/risk should be eliminated.
- ▶ Adaptation = in case of hazard or risk, pregnant or breastfeeding workers’ conditions of work should be adapted in order to prevent hazard or risk exposure.
- ▶ Transfer = in case of hazard or risk, pregnant or breastfeeding workers should be transferred to a post that does not entail hazard or risk exposure.
- ▶ Extra leave = in case of hazard or risk, pregnant or breastfeeding workers should be entitled to additional leave.
- ▶ No alternative = the law does not provide for alternatives to dangerous or unhealthy work.

Health protection – Paragraph 6(2) of Recommendation No. 191: “In any of the situations [in which work has been determined by the competent authority to be prejudicial to the health of the mother or the child] or where a significant risk has been identified ..., measures should be taken to provide, on the basis of a medical certificate as appropriate, an alternative to such work in the form of (a) elimination of risk; (b) an adaptation of her conditions of work; (c) a transfer to another post, without loss of pay, when such an adaptation is not feasible; or (d) paid leave, in accordance with national laws, regulations or practice, when such a transfer is not feasible.”

This indicator assesses the extent to which the legislation entitles pregnant or breastfeeding workers to any of the above alternative measures to dangerous or unhealthy work. All the statutory alternative measures for which information was available or could be identified are reported for each country. In cases where the worker is entitled to extra leave, the indicator does not specify whether this additional leave is paid, counted as sick leave, paid by the employer or social security, or unpaid.

Sources

All information in the table is based on a review of data which took place from mid-2020 to mid-2021. The main sources of information used to collect the data were the [ILO NATLEX Database](#) of national labour, social security and related human rights legislation, and official government websites using the most recent published and consolidated versions of the laws.

Table notes

- 1 Angola: Pregnant women are restricted from night work for some industrial work.
- 2 Angola: The employer must assure the pregnant worker of employment appropriate to her condition.
- 3 Guinea-Bissau: Section 157(1)(a) of the Labour Code states that pregnant employees are not to perform tasks which medically unadvised, considering the state of pregnancy, without loss of remuneration, during the pregnancy and after the birth. This has been captured as “transfer”, however elimination, adaptation or extra leave may also be an alternative, although not explicitly stated.
- 4 Niger: The prohibition provision under article 177 of Décret 2017 states that an employer must not employ women in work which by its nature or the conditions under which it is carried out is likely to affect reproductive capacity.
- 5 Togo: Requirement to transfer employee is limited to circumstances where pregnant and breastfeeding women’s work exposes them to agents proven to be toxic to reproduction.
- 6 Haiti: Dangerous work is prohibited during the three months before the expected date of birth.
- 7 Honduras: The prohibition on night work relates only for night work of more than five hours in length.
- 8 Malaysia: The prohibition on night work for women only applies to agricultural and industrial undertakings.
- 9 Timor-Leste: Article 63(1) of the Labour Code does not specify alternatives to dangerous work but states that “a pregnant or nursing worker shall be entitled, without loss of remuneration, to not carry out tasks that are medically inadvisable for her health”. Therefore, any alternatives proposed by the employer must ensure the retention of previous wages.
- 10 Israel: Article 1 of the Employment of Women Law, 5714-1954, states that the Minister of Labour and Social Affairs may, by regulations, prohibit or limit the employment of a female worker in any specific work, production process or workplace, employment in which is likely, in the Minister’s opinion, to be especially prejudicial to the health of a female.
- 11 Turkey: Under the Bylaw on the Working Conditions for Pregnant or Nursing Workers, and Nursing Rooms and Day Nurseries and the Occupational Health and Safety Act, as soon as a female employee notifies her employer of her pregnancy or breastfeeding period, the employer must immediately implement the necessary protective measures. However, there is no explicit prohibition of lack of obligation for working in dangerous conditions.
- 12 Greece: While there is no prohibition or explicit lack of obligation for pregnant workers to working dangerous work, the employer is required take all the necessary measures so that a pregnant worker is not exposed to risks that may harm her health or the health of her child.
- 13 United Kingdom: Under article 17 of the Management of Health and Safety at Work Regulations 1999, night work is permitted except if a certificate is provided from a medical practitioner stating that the pregnant person should not work at night.

► **Table A.6. Breastfeeding at work**

Country	Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Period during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Africa					
Northern Africa					
Algeria	Not provided	Not provided	Not provided	Not provided	Not provided
Egypt	Paid	2	60	24 months post-birth	Not provided
Libya	Paid	1 or more	60 minutes	18 months following confinement	Women/children
Morocco	Paid	2	60	12 months from starting date of return to work	50fw over age of 16
Sudan	Paid	1	60	2 years from date of birth of child	Not provided
Tunisia	Paid	2	60	Until child reaches 1 years old	50fw
Sub-Saharan Africa					
Angola	Paid or reduction	2	60	12 months	Not provided
Benin	Paid	Not limited	60	15 months	Not provided
Botswana	Paid	2	60	6 months	Not provided
Burkina Faso	Paid	Not specified	90	14 months after return from leave	Not provided
Burundi	Paid	1	60	6 months	Not provided
Cabo Verde	Paid	Not specified	45	The first six months after the birth	Not provided
Cameroon	Paid	Not specified	60	15 months from birth	50fw
Central African Republic	Paid	Not specified	60	15 months following confinement	50fw
Chad	Paid	Not specified	60	15 months after the birth	Not provided
Comoros	Paid	Not specified	60	15 months	Not provided
Congo	Paid	2	60	15 months	Not provided
Côte d'Ivoire	Paid	Not specified	60	15 months	Not provided
Democratic Republic of the Congo	Paid	2	60	Not specified	Not provided
Djibouti	Paid or reduction	1	60	15 months from resumption of work	Not provided
Equatorial Guinea	Paid	2	120	Not specified	Not provided

Country	Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Period during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Africa					
Sub-Saharan Africa					
Eritrea	Not provided	Not provided	Not provided	Not provided	Not provided
Eswatini	Paid	Not specified	60	3 months	Not provided
Ethiopia	Not provided	Not provided	Not provided	Not provided	Not provided
Gabon	Paid	Not specified	120 first six months, 60 last six months	12 months	Not provided
Gambia	Not provided	Not provided	Not provided	Not provided	Not provided
Ghana	Paid	Not specified	60	12 months	Not provided
Guinea	Paid	1, 2 or 3	60	9 months from birth	Not provided
Guinea-Bissau	Paid	2	60	12 months from delivery	Not provided
Kenya	Not provided	Not provided	Not provided	Not provided	Not provided
Lesotho	Paid	Not specified	60 minutes	6 months from return to work	Not provided
Liberia	Paid or reduction	2 or reduction of 60 minutes from daily hours	60 minutes	Child reaches age of 6 months	Not provided
Madagascar	Paid	Not specified	60	15 months after birth	25fw
Malawi	Not provided	Not provided	Not provided	Not provided	Not provided
Mali	Paid	Not specified	60	15 months from birth	Not provided
Mauritania	Paid	2	60	15 months from birth	Not provided ¹
Mauritius	Paid	2 or 1	60 minutes	6 months from confinement or such longer period as a medical practitioner may recommend	Not provided
Mozambique	Paid	1 or 2	60	Maximum of 12 months	Not provided
Namibia	Not provided	Not provided	Not provided	Not provided	Not provided
Niger	Paid	2	60	12 months from birth of child	25fw
Nigeria	Paid	2	60	Not specified	Not provided
Rwanda	Paid	1	60	12 months from resuming work	Not provided
Sao Tome and Principe	Paid	1 or 2	60	Limit of 2 years after childbirth	Not provided
Senegal	Paid	Not specified	60	15 months from birth of child	25fw
Seychelles	Not provided	Not provided	Not provided	Not provided	Not provided

Country	Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Period during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Africa					
Sub-Saharan Africa					
Sierra Leone	Not provided	Not provided	Not provided	Not provided	Not provided
Somalia	Paid	2	120	12 months after date of birth of child	Not provided
South Africa	Not provided ²	Not provided	Not provided	Not provided	Not provided
South Sudan	Paid	2 or reduction in work by 60 minutes	60	6 months from date of return	All
Togo	Paid	Not specified	60	15 months from childbirth	Not provided
Uganda	Not provided	Not provided	Not provided	Not provided	Not provided
United Republic of Tanzania	Paid	Not specified	120	Not specified	Not provided
Zambia	Paid	1 or 2	60 minutes	6 months from date of delivery	Not provided
Zimbabwe	Paid	1 or 2	60 minutes	The lesser of the period that employee nurses her child or 6 months	Not provided
Americas					
Latin America and the Caribbean					
Antigua and Barbuda	Not provided	Not provided	Not provided	Not provided	Not provided
Argentina	Paid	2	60	12 months	No information found ³
Bahamas	Not provided	Not provided	Not provided	Not provided	Not provided
Barbados	Not provided	Not provided	Not provided	Not provided	Not provided
Belize	Not provided	Not provided	Not provided	Not provided	Not provided
Bolivia (Plurinational State of)	Paid	Not specified	60	12 months	50w
Brazil	Paid	2	60	Until child reaches 6 months	30fw
British Virgin Islands	Not provided	Not provided	Not provided	Not provided	Not provided
Chile	Paid or reduction	2	60	Until the child reaches 2 years of age	20fw
Colombia	Paid	2	60	Until child is 6 months of age	All
Costa Rica	Paid	2	60	Not specified	30fw
Cuba	Paid	1	60 (either parent)	Until child 12 months	Not provided
Dominican Republic	Paid	3	60	Not specified	Not provided
Ecuador	Paid or reduction ⁴	n/a	120	12 months after birth	Not provided

Country	Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Period during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Americas					
Latin America and the Caribbean					
El Salvador	Paid	2	60	Not specified	Not provided ⁵
Guatemala	Paid or reduction	1 or 2	60 minutes	10 months on return from work	30fw
Guyana	Not provided	Not provided	Not provided	Not provided	Not provided
Haiti	Paid	Every 3 hours	60	Not provided	Not provided
Honduras	Paid	2	60	6 months	20w
Jamaica	Not provided	Not provided	Not provided	Not provided	Not provided
Mexico	Paid or reduction	2	60	6 months	Not provided
Nicaragua	Paid	Every 3 hours	30	Not specified	30fw
Panama	Paid	Every 3 hours or 2	60 minutes	Not stated	20fw
Paraguay	Paid or reduction	Not specified	90	6 months	All
Peru	Paid	Not specified	60	Until child reaches 12 months of age	Not provided
Saint Kitts and Nevis	Not provided	Not provided	Not provided	Not provided	Not provided
Saint Lucia	Not provided	Not provided	Not provided	Not provided	Not provided
Saint Vincent and the Grenadines	Not provided	Not provided	Not provided	Not provided	Not provided
Suriname	Not provided	Not provided	Not provided	Not provided	Not provided
Trinidad and Tobago	Not provided	Not provided	Not provided	Not provided	Not provided
Uruguay	Paid	1 or 2	60 minutes	Up to 24 months	20fw or 50w
Venezuela (Bolivarian Republic of)	Paid	2	60	Not specified	20w
Northern America					
Canada	Unpaid ⁶	As necessary	As necessary	Not specified	Not provided
United States of America	Unpaid	Not specified	Not specified	Until child reaches 1 year	50w
Arab States					
Bahrain	Paid	2	120	6 (or one year for "care breaks", which could be used for breastfeeding)	Not provided
Iraq	Paid	1	60	Not specified	Not provided
Jordan	Paid	Not specified	60	12 months	15 or more children under 5 years of age among employees

Country	Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Period during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Arab States					
Kuwait	Paid	Not specified	120 minutes	Not specified	Not provided
Lebanon	Not provided	Not provided	Not provided	Not provided	Not provided
Oman	Not provided	Not provided	Not provided	Not provided	Not provided
Qatar	Paid	Not specified	60	1 year after delivery	Not provided
Saudi Arabia	Paid	Not specified	60	Not specified	Not provided
Syrian Arab Republic	Paid	1 or 2	60	After leave for 24 months	Not provided
United Arab Emirates	Paid	2	60	18 months from date of delivery	Not provided
Yemen	Paid	Not specified	Not specified	6 months from birth of child	Not provided
Asia and the Pacific					
Eastern Asia					
China	Paid	Not specified	60	Until the child reaches 1 year of age	Not provided
Hong Kong, China	Not provided	Not provided	Not provided	Not provided	Not provided
Japan	Unpaid	2	60	Until child reaches 12 months	Not provided
Mongolia	Paid	Not specified	120	6 months	Not provided
Republic of Korea	Paid	2	60	Until child reaches 12 months	All
South-Eastern Asia and the Pacific					
Australia	Not provided	Not provided	Not provided	Not provided	Not provided
Brunei Darussalam	Not provided	Not provided	Not provided	Not provided	Not provided
Cambodia	Paid	2	60	1 year from date of delivery	100fw
Fiji	Not provided	Not provided	Not provided	Not provided	Not provided
Indonesia	Paid	Not specified	Not specified	Not specified	Not provided
Lao People's Democratic Republic	Paid	Not specified	60	1 year after birth	Not provided
Malaysia	Not provided	Not provided	Not provided	Not provided	Not provided
Myanmar	Not provided	Not provided	Not provided	Not provided	Not provided
New Zealand	Unpaid	Not specified	Not specified	Not specified	All
Papua New Guinea	Paid	2	60	Not specified	Not provided
Philippines	Paid	Not limited	40	Not specified	All

Country	Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Period during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Asia and the Pacific					
South-Eastern Asia and the Pacific					
Samoa	Paid or reduction	1 or more	Not specified	Not specified	Not provided
Singapore	Not provided	Not provided	Not provided	Not provided	Not provided
Solomon Islands	Paid	2	120	Not specified	Not provided
Thailand	Not provided	Not provided	Not provided	Not provided	Not provided
Timor-Leste	Paid	2	120	Up to 6 months	Not provided
Tonga	No maternity leave	No maternity leave	No maternity leave	No maternity leave	No maternity leave
Vanuatu	Paid	2	120	24 months	Not provided
Viet Nam	Paid	Not specified	60	Until child reaches 12 months of age	Not provided
Southern Asia					
Afghanistan	Paid	Every 3 hours	60	Not specified	Not provided
Bangladesh	Not provided	Not provided	Not provided	Not provided	Not provided
Bhutan	Paid	Every 4 hours	60	1 month	Not provided
India	Paid	2	Not specified	15 months	50w
Iran (Islamic Republic of)	Paid	Every 3 hours	60	Until child reaches 2 years of age	Not provided
Maldives	Paid	2	60	Until child 1 year of age	Not provided
Nepal	Not provided	Not provided	Not provided	Not provided	Not provided
Pakistan	Not provided	Not provided	Not provided	Not provided	Not provided
Sri Lanka	Paid	2	60-120 ⁷	Until the child reaches 1 year of age	Not provided
Europe and Central Asia					
Central and Western Asia					
Armenia	Paid	Every 3 hours	60	12 months	Not provided
Azerbaijan	Paid	Every 3 hours	60	Until child is 1.5 years	All ⁸
Cyprus	Paid or reduction	1	60	6 months	Not provided
Georgia	Paid	1	60 (at least)	Until child is 1 year	Not provided
Israel	Paid	1	60	4 months (after the end of maternity leave)	Not provided

Country	Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Period during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Europe and Central Asia					
Central and Western Asia					
Kazakhstan	Paid	Every 3 hours	60	Until child is 18 months	Not provided
Kyrgyzstan	Paid or reduction	Every 3 hours	60	Until child is 1.5 years	Not provided
Tajikistan	Paid	Every 3 working hours	Not specified (30 min break for every 3 working hours)	Child under 18 months	Not provided
Turkey	Paid	Not specified	90	Until child reaches 1 years old	100fw
Turkmenistan	Paid	Every 3 hours	Each break at least 30 min (mother with 2 or more children has at least 60 min for each break)	Children under the age of one and a half years	Women/children ⁹
Uzbekistan	Paid	At least every 3 hours	Not specified (each break may be 30 mins)	Children under the age of two years	Not provided
Eastern Europe					
Belarus	Paid	Every 3 hours	60	18 months	Not provided
Bulgaria	Paid	2	120	Until child is 8 months	20fw
Czechia	Paid	2	60	Until child is 1 year	All
Hungary	Paid	2	120 first six months, 60 last 3 months	9 months	Not provided
Poland	Paid	2	60	Not specified	Not provided
Republic of Moldova	Paid	Every 3 hours	60 minutes	36 months	Not provided
Romania	Paid or reduction	2	120	Until child reaches 12 months	All
Russian Federation	Paid or reduction	Every three hours	60	Until child reaches 18 months	Not provided
Slovakia	Paid or reduction	2 for first 6 months, 1 for second six months	60 first 6 months, 30 last six months	Until child reaches 12 months	All ¹⁰
Ukraine	Paid	Every 3 hours	Not specified (each break may be 30 mins)	Children under age of 1.5	All
Northern, Southern and Western Europe					
Albania	Paid or reduction	1	120 minutes	Until the child reaches 1 year of age	Not provided
Andorra	Not provided	Not provided	Not provided	Not provided	Not provided
Austria	Paid	2	90	Not specified	Not provided
Belgium	Paid	2	60	9 months	All

Country	Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Period during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Europe and Central Asia					
Northern, Southern and Western Europe					
Bosnia and Herzegovina	Paid	2	120	12 months	Not provided
Croatia	Paid	1, 2	120	12 months from birth	Not provided
Denmark	Not provided	Not provided	Not provided	Not provided	Not provided
Estonia	Paid	Every 3 hours	60	Until child is 18 months	Not provided
Finland	Not provided	Not provided	Not provided	Not provided	Not provided
France	Paid	Not specified	60	Until the child is 1 year	100w
Germany	Paid	1 or 2	60	12 months	Not provided
Greece	Not provided ¹¹	Not provided	Not provided	Not provided	Not provided
Iceland	Not provided	Not provided	Not provided	Not provided	Not provided
Ireland	Paid or reduction	1,2,3	60	Not specified	Not provided ¹²
Italy	Paid or reduction	Not specified	120	Until child is 12 months	Not provided
Latvia	Paid	Every 3 hours	60	Until child is 1.5 years	Not provided
Lithuania	Paid	Every 3 hours	60	No information found	Not provided
Luxembourg	Paid or reduction	2	90	Not specified	Not provided
Malta	Paid	3, 2, 1	60	No information found	Not provided
Monaco	Paid	Every 4 hours	30 minutes	12 months from birth	Not provided
Montenegro	Paid	1 or 2	120 minutes	Until child 12 months	Not provided
Netherlands	Paid	Not specified	120	9 months	All
North Macedonia	Paid	1	90 minutes (including daily break)	Child is 12 months	Not provided
Norway	Paid or reduction	Not specified	60	Until child reaches 1 year of age	Not provided
Portugal	Paid	2	120	Not specified	Not provided
San Marino	Paid	Not specified	120 minutes	Children under age of 1	Not provided
Serbia	Paid or reduction	Not specified	90 minutes	12 months from birth	Not provided
Slovenia	Paid ¹³	Not specified	60	Until child reaches 18 months	Not provided
Spain	Paid or reduction ¹⁴	1 or 2	60	Until the child reaches 9 months (or 12 months if both parents take the leave)	Not provided

Country	Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Period during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Europe and Central Asia					
Northern, Southern and Western Europe					
Sweden	Paid	Not specified	Not specified	Not specified	Not provided
Switzerland	Paid	Not specified	90 minutes (7 or more hour day)	During child's 1st year	Not provided
United Kingdom of Great Britain and Northern Ireland	Not provided	Not provided	Not provided	Not provided	Not provided

Note: 185 countries and territories. n/a = not applicable.

Source: Compiled by authors from national legislation.

Methodological notes

Entitlement to paid nursing breaks

- ▶ Paid = women workers are entitled to daily breaks with pay to breastfeed or express breast milk.
- ▶ Paid or reduction = women workers are entitled to daily breaks or a reduction of working time with pay to breastfeed or express breast milk.
- ▶ Unpaid = women workers are entitled to daily breaks or a reduction of working time without pay to breastfeed or express breast milk.
- ▶ Not provided = the law does not provide women workers with the right to daily breaks or a reduction of working time to breastfeed or express breast milk.

Breastfeeding mothers – Maternity Protection Convention, 2000 (No. 183), Article 10(1–2): “A woman shall be provided with the right to one or more daily breaks or a daily reduction of hours of work to breastfeed her child. ... These breaks or the reduction of daily hours of work shall be counted as working time and remunerated accordingly.”

This indicator determines whether the legislation provides women workers with the right to daily breaks or a daily reduction of working time in order to breastfeed their child or express breast milk to bottle-feed their child later. When the law allows workers to choose between paid breaks or a reduction of working time, this is indicated (“Paid or reduction”). The indicator also specifies whether this entitlement is paid. Unless the legislation explicitly provides that nursing breaks or reduction of working time are remunerated, they are considered as “unpaid”.

Number of daily nursing breaks

- ▶ # = number of statutory daily breaks to which workers are entitled in order to nurse their babies or express breast milk.
- ▶ Not specified = breastfeeding breaks are provided, but the number of breaks is not specified.
- ▶ Every # hours = breastfeeding breaks can be taken every certain number of hours.
- ▶ Not limited = no limit into the number of daily nursing breaks to which the worker is entitled.

Breastfeeding mothers – Maternity Protection Convention, 2000 (No. 183), Article 10(2): “The period during which nursing breaks or the reduction of daily hours of work are allowed, their number, the duration of nursing breaks and the procedures for the reduction of daily hours of work shall be determined by national law and practice.”

This indicator measures the number of daily nursing breaks as indicated by national legislation.

Total nursing break daily duration

- ▶ # = total duration of daily nursing breaks or reduction of daily hours of work in minutes.
- ▶ Not specified = breastfeeding breaks are provided, but the total daily duration of nursing breaks is not specified.

Breastfeeding mothers – Maternity Protection Convention, 2000 (No. 183), Article 10(2): “The period during which nursing breaks or the reduction of daily hours of work are allowed, their number, the duration of nursing breaks and the procedures for the reduction of daily hours of work shall be determined by national law and practice.”

This indicator measures the total daily duration of statutory nursing breaks or reduction of daily hours of work in minutes.

Period during which nursing breaks are allowed by law

- ▶ # = number of months (or years) during which nursing breaks or the reduction of daily hours of work are allowed by law.
- ▶ Not specified = breastfeeding breaks are provided, but the duration of the entitlement is not specified by law.

Breastfeeding mothers – Maternity Protection Convention, 2000 (No. 183), Article 10(2): “The period during which nursing breaks or the reduction of daily hours of work are allowed, their number, the duration of nursing breaks and the procedures for the reduction of daily hours of work shall be determined by national law and practice.”

This indicator measures the period during which women workers are entitled to daily breastfeeding breaks or a reduction of working time. In national legislation, the entitlement duration can either refer to the number of months during which a woman can use nursing breaks upon return to work at the end of maternity leave or to the age of the child (usually expressed in months or years) up to which the mother can avail herself of this entitlement. For comparative purposes, the duration of nursing breaks included in national legislation was converted into months and the reference is made in bracket to the provision in national legislation. If no reference in brackets is provided, the period of months is considered to begin at the birth of the child.

Statutory provision of working nursing facilities

- ▶ All = employers are requested to provide nursing or childcare facilities at or near their workplaces (or a reimbursement of childcare costs) regardless of the number of workers.
- ▶ Women/children = employers are requested to provide facilities based on an undefined number of women workers or children, but there is no minimum number included in the legislation.
- ▶ #fw = employers with more than # number of female workers should provide for nursing or childcare facilities at their workplace (or a reimbursement of childcare costs).
- ▶ #w = employers with more than # number of workers, regardless of their sex, should provide for nursing or childcare facilities at their workplace (or a reimbursement of childcare costs).
- ▶ Not provided = the provision of nursing or childcare facilities or reimbursement of childcare costs is not mandated by law.

Breastfeeding mothers – Maternity Protection Recommendation, 2000 (No. 191), Paragraph 9: “Where practicable, provision should be made for the establishment of facilities for nursing under adequate hygienic conditions at or near the workplace.”

This indicator provides information on the statutory provision of workplace nursing or childcare facilities and the conditions under which their establishment is mandatory. Cases in which this provision is not included in the law on a mandatory basis are marked as “Not provided”. In some countries, employers are mandated to provide facilities based on a statutory number of workers (indicated by “w”), both women and men, or only on a specified number of female workers (indicated by “fw”). In other instances, the legislation prescribes the creation of nursing or childcare facilities based on an unspecified number of workers, women or children (for example, “many” women; “prescribed number of women”; “according to the number of children, with due regard to their age”). As an alternative to the provision of workplace facilities, the law can mandate the reimbursement of childcare costs.

Sources

All information in the table is based on a review of data which took place from mid-2020 to mid-2021. The main sources of information used to collect the data were the [ILO NATLEX Database](#) of national labour, social security and related human rights legislation, and official government websites using the most recent published and consolidated versions of the laws.

Table notes

- 1 Mauritania: However, article 163 of the Labour Code specifies that Minister for Work has the power to make an order requiring establishments with more than 100 female workers to have nursing facilities.
- 2 South Africa: However, the Code of Good Practice on Pregnancy and Afterbirth provides for a number of best practices related to workers with family responsibilities including paid nursing breaks and advising employers to provide flexible work arrangements. See: <https://www.labour-guide.co.za/ccma-informations/43-general/general/515-code-of-good-practice-on-pregnancy-and-afterbirth>.
- 3 Argentina: Article 179 of the Ley Contrato de Trabajo requires establishments with a certain number of female employees to have lactation rooms and childcare facilities, however specific regulations that establish the number of female employees and exact requirements are not consistent across the country.
- 4 Ecuador: Women who are nursing their child are entitled to a working day of six hours.
- 5 El Salvador: Article 42 of the Constitution states, "The laws will regulate the obligation of the employers to install and maintain rooms for infants [*salas cunas*] and day care places [*lugares de custodia*] for the children." While this article implies these rooms are for childcare, it is possible they could be used for nursing facilities.
- 6 Canada: The breaks are unpaid at the federal level, however individual provinces and territories have their own laws and regulations.
- 7 Sri Lanka: Where a daycare or suitable place is provided by the employer for nursing, the breaks are 30 minutes each, and where no suitable place for nursing is provided the breaks are one hour each.
- 8 Azerbaijan: If a woman with children under the age of 18 months encounters difficulties in connection with feeding the child, the employer, at the woman's request, must transfer her to lighter work or provide the necessary facilities for breastfeeding.
- 9 Turkmenistan: For both nursing and childcare facilities "enterprises with a wide use of female labor must provide nurseries and gardens, nursing rooms, and women's personal hygiene rooms".
- 10 Slovakia: According to the Labour Code, an employer shall be obliged to establish, maintain and improve the level of social facilities and personal sanitation facilities for women.
- 11 Greece: No general legal provisions on breastfeeding breaks could be identified, however Act No. 1483 of 1983 establishes a duty on the head of industrial enterprises or farms with more than 300 employees to provide adequate facilities for breastfeeding.
- 12 Ireland: Providing nursing facilities is not obligatory if the cost would be more than nominal for the employer.
- 13 Slovenia: Nursing breaks are paid through social insurance.
- 14 Spain: During the first nine months of the child's life, adoption or foster care, employees (both parents) are entitled to one hour of absence during the working day without a loss of earnings. This part-time leave (*permiso de cuidado del lactante*) was originally meant to support breastfeeding, but is defined now as period of nursing care. It is an individual, non-transferable entitlement. By consolidating this entitlement, parents can also extend maternity (and paternity) leave by two to four weeks. In the private sector, if both parents make use of this leave equally and in the same way, they can extend the leave until the child's first birthday. In this case, the wage reduction during this period is compensated by social security funds.

► **Table A.7. Childcare services**

Country	CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)				PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)			
	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Africa								
Northern Africa								
Algeria	No	–	–	–	No	–	–	–
Egypt	No	–	–	–	Yes	Targeted	Age 4 and 5	No indication of hours per week
Libya	No	–	–	–	No	–	–	–
Morocco	No	–	–	–	No	–	–	–
Sudan	No	–	–	–	No	–	–	–
Tunisia	No	–	–	–	No	–	–	–
Sub-Saharan Africa								
Angola	No	–	–	–	No	–	–	–
Benin	No	–	–	–	Yes	Universal	Age 3	No indication of hours per week
Botswana	No	–	–	–	No	–	–	–
Burkina Faso	No	–	–	–	No	–	–	–
Burundi	No	–	–	–	No	–	–	–
Cabo Verde	No	–	–	–	Yes	Universal	Age 4	No indication of hours per week
Cameroon	No	–	–	–	No	–	–	–
Central African Republic	No	–	–	–	No	–	–	–
Chad	No	–	–	–	No	–	–	–
Comoros	No	–	–	–	No	–	–	–
Congo	No	–	–	–	No	–	–	–

Country	CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)				PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)			
	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Africa								
Sub-Saharan Africa								
Côte d'Ivoire	No	–	–	–	No	–	–	–
Democratic Republic of the Congo	No	–	–	–	No	–	–	–
Djibouti	No	–	–	–	No	–	–	–
Equatorial Guinea	No	–	–	–	Yes	Universal	Age 3 (private) age 6 (public)	No indication of hours per week
Eritrea	No	–	–	–	Yes	Targeted	Age 4	4 hours per day (where available)
Eswatini	No	–	–	–	No	–	–	–
Ethiopia	No	–	–	–	No	–	–	–
Gabon	No	–	–	–	No	–	–	–
Gambia	No	–	–	–	No	–	–	–
Ghana	No	–	–	–	Yes	Universal	Age 4 and 5	No indication of hours per week
Guinea	No	–	–	–	No	–	–	–
Guinea-Bissau	No	–	–	–	No	–	–	–
Kenya	No	–	–	–	No	–	–	–
Lesotho	No	–	–	–	No	–	–	–
Liberia	No	–	–	–	Yes	Universal	Age 3	No indication of hours per week
Madagascar	No	–	–	–	No	–	–	–
Malawi	No	–	–	–	No	–	–	–
Mali	No	–	–	–	Yes	Targeted	Age 3	No indication of hours per week
Mauritania	No	–	–	–	No	–	–	–

Country	CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)				PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)			
	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Africa								
Sub-Saharan Africa								
Mauritius	No	–	–	–	Yes	Universal	Age 3	6 hours per day, child-minding services may be available
Mozambique	No	–	–	–	No	–	–	–
Namibia	No	–	–	–	No	–	–	–
Niger	No	–	–	–	No	–	–	–
Nigeria	No	–	–	–	Yes	Universal	Age 5	School day
Rwanda	No	–	–	–	No	–	–	–
Sao Tome and Principe	No	–	–	–	No	–	–	–
Senegal	No	–	–	–	No	–	–	–
Sierra Leone	No	–	–	–	No	–	–	–
Somalia	No	–	–	–	No	–	–	–
South Africa	No	–	–	–	No	–	–	–
South Sudan	No	–	–	–	No	–	–	–
Togo	No	–	–	–	No	–	–	–
Uganda	No	–	–	–	No	–	–	–
United Republic of Tanzania	No	–	–	–	No	–	–	–
Zambia	No	–	–	–	No	–	–	–
Zimbabwe	No	–	–	–	Yes	Universal	Age 3	No indication of hours per week
Americas								
Latin America and the Caribbean								
Argentina	No	–	–	–	Yes	Universal	Age 4	Half day
Bahamas	No	–	–	–	Yes	Universal	Age 3	No indication of hours per week

CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)

PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)

Country	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Americas								
Latin America and the Caribbean								
Barbados	Yes	Largely fee paying	Age 0	As required	Yes	Universal	Age 3	15 hours per week in the public institutions
Belize	No	–	–	–	Yes	Targeted	Age 3	School day (includes going home for lunch)
Bolivia (Plurinational State of)	No	–	–	–	No	–	–	–
Brazil	Yes	Universal	Age 0 (3 months)	No indication of hours per week	Yes	Universal	Age 4 (start of ISCED 02, ISCED 01 at age 3)	School day is 5 hours
Chile	Yes	Targeted	Age 0	Part time and full time available	Yes	Targeted	Age 3 (targeted) age 4 (universal)	22 hours per week from age 4
Colombia	Yes	Targeted	Age 0	No indication of hours per week	Yes	Targeted	Age 3 (targeted) age 5 (universal)	Full day
Costa Rica	Yes	Targeted	Age 0	No national regulation	Yes	Targeted	Age 4 and 3 months is start of compulsory pre school	3–4 hours per day (pre school)
Cuba	Yes	Universal	Age 1	Full day	Yes	Universal	Age 3 and age 5 (pre school)	Full day
Dominican Republic	No	–	–	–	Yes	Universal	Age 5	Full day
Ecuador	Yes	Targeted	Age 0	Childcare centers and home provision	Yes	Targeted	Age 3 to 5	No indication of hours per week
El Salvador	No	–	–	–	No	–	–	–
Guatemala	No	–	–	–	Yes	Universal	Age 4 and 5	No indication of hours per week
Guyana	No	–	–	–	Yes	Universal	Age 3	No indication of hours per week
Haiti	No	–	–	–	No	–	–	–
Honduras	No	–	–	–	Yes	Universal	Age 4 to 6	No indication of hours per week

Country	CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)				PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)			
	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Americas								
Latin America and the Caribbean								
Jamaica	No	–	–	–	Yes	Universal	Age 4	Full day
Mexico	Yes	Universal	Age 0	No indication of hours per week	Yes	Universal	Age 3	No indication of hours per week
Nicaragua	Yes	Targeted	Age 0	No indication of hours per week	Yes	Targeted	Age 3	No regulation
Panama	Yes	Universal	Age 0 to 6	No indication of hours per week	Yes	Universal	Age 4 (compulsory from age 5)	No indication of hours per week
Paraguay	No	–	–	–	No	–	–	–
Peru	Yes	Targeted	6 months	No indication of hours per week	Yes	Targeted	Age 3 (in theory) age 5 (in practice)	8 to 2
Saint Lucia	No	–	–	–	No	–	–	–
Saint Vincent and the Grenadines	No	–	–	–	Yes	Targeted	Age 3	No indication of hours per week
Suriname	No	–	–	–	Yes	Targeted	Age 4	School day (7am to 1.30pm)
Trinidad and Tobago	No	–	–	–	Yes	Universal	Age 3	No indication of hours per week
Uruguay	Yes	Largely fee paying	Age 0	No indication of hours per week	Yes	Universal	Age 3	No indication of hours per week
Venezuela (Bolivarian Republic of)	No	–	–	–	No	–	–	–
Northern America								
Canada	No	–	–	–	No	–	–	–
United States of America	No	–	–	–	No	–	–	–
Arab States								
Bahrain	No	–	–	–	No	–	–	–
Iraq	No	–	–	–	No	–	–	–

CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)

PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)

Country	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Arab States								
Jordan	No	–	–	–	No	–	–	–
Kuwait	No	–	–	–	Yes	Universal	Age 4–6	No indication of hours per week
Lebanon	No	–	–	–	Yes	Universal	Age 3–5	4 hours per day
Oman	No	–	–	–	No	–	–	–
Qatar	No	–	–	–	No	–	–	–
Saudi Arabia	No	–	–	–	No	–	–	–
Syrian Arab Republic	No	–	–	–	No	–	–	–
United Arab Emirates	No	–	–	–	Yes	Out-of-pocket	Age 5	Up to 7 hours per day
Yemen	No	–	–	–	No	–	–	–
Asia and the Pacific								
Eastern Asia								
China	No	–	–	–	Yes	Universal	Age 3	Full day
Japan	Yes	Targeted	Age 0 to 2	Full day	Yes	Universal	Age 3 to 5	9am to 2pm
Mongolia	Yes	Targeted	Age 0	8 hours per day	Yes	Universal	Age 3	8 hours per day
Republic of Korea	Yes	Targeted	Age 0 (100 days)	No indication of hours per week	Yes	Targeted	Age 3 to 5	No indication of hours per week
South-Eastern Asia and the Pacific								
Australia	Yes	Targeted	Age 0 to 3	Up to 100 funded hours per fortnight	Yes	Targeted	Age 4	Up to 100 hours per fortnight (for private provision)
Brunei Darussalam	No	–	–	–	Yes	Universal	Age 5 (private kindergarten available from age 3)	No indication of hours per week
Cambodia	No	–	–	–	No	–	–	–
Fiji	No	–	–	–	Yes	Targeted	Age 3 & age 5	No indication of hours per week

CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)

PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)

Country	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Asia and the Pacific								
South-Eastern Asia and the Pacific								
French Polynesia	Yes	Targeted	Age 0	Full day	Yes	Universal	Age 3	School day
Guam	No	–	–	–	Yes	Targeted	Age 3	No indication of hours per week
Indonesia	No	–	–	–	No	–	–	–
Lao People's Democratic Republic	No	–	–	–	No	–	–	–
Malaysia	No	–	–	–	No	–	–	–
Myanmar	No	–	–	–	No	–	–	–
New Zealand	Yes	Out-of-pocket	Age 0	No indication of hours per week	Yes	Universal	Age 3	20 hours per week
Papua New Guinea	No	–	–	–	No	–	–	–
Philippines	No	–	–	–	Yes	Universal	Age 5	3–4 hours per day
Samoa	No	–	–	–	No	–	–	–
Singapore	Yes	Targeted	2 months	As required	Yes	Targeted	Age 3 (childcare) age 4/5 (preschool kindergarten)	Half or full day
Solomon Islands	No	–	–	–	Yes	Out-of-pocket	Age 3	No indication of hours per week
Thailand	No	–	–	–	Yes	Universal	Age 3	No indication of hours per week
Timor-Leste	No	–	–	–	No	–	–	–
Tonga	No	–	–	–	No	–	–	–
Vanuatu	No	–	–	–	Yes	Universal	Age 4	No indication of hours per week
Viet Nam	No	–	–	–	Yes	Targeted	Age 3 to 5, school starts age 6	No indication of hours per week

CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)

PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)

Country	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Asia and the Pacific								
Southern Asia								
Afghanistan	No	–	–	–	No	–	–	–
Bangladesh	No	–	–	–	Yes	Universal	Age 5	12 hours per week
India	No	–	–	–	No	–	–	–
Iran (Islamic Republic of)	No	–	–	–	No	–	–	–
Maldives	No	–	–	–	Yes	Out-of-pocket	Age 3	No indication of hours per week
Nepal	No	–	–	–	No	–	–	–
Pakistan	No	–	–	–	Yes	Universal	Age 5	School day
Sri Lanka	No	–	–	–	Yes	Out-of-pocket	Age 3	No regulation
Europe and Central Asia								
Central and Western Asia								
Armenia	No	–	–	–	Yes	Out-of-pocket	Age 3	No regulation; public provision tends to offer shorter hours as a cost cutting measure
Azerbaijan	No	–	–	–	Yes	Universal	Age 5	No indication of hours per week
Cyprus	Yes	Targeted	Age 0	Full day	Yes	Targeted	Age 3	Full day
Georgia	Yes	Out-of-pocket	Age 1	Full day	Yes	Out-of-pocket	Age 3	Full day
Israel	Yes	Targeted	Age 0	No national provision	Yes	Targeted	Age 3 (free from age 5)	Full day
Kazakhstan	Yes	Targeted	Age 1	Full day or part time	Yes	Targeted	Age 3 (in theory) age 5 (compulsory)	No indication of hours per week
Kyrgyzstan	No	–	–	–	No	–	–	–
Tajikistan	No	–	–	–	No	–	–	–
Turkey	No	–	–	–	Yes	Targeted	Aimed at 5-year-olds	6 hours per day

Country	CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)				PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)			
	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Europe and Central Asia								
Central and Western Asia								
Turkmenistan	No	–	–	–	Yes	Out-of-pocket	Age 3	No indication of hours per week
Uzbekistan	No	–	–	–	Yes	Out-of-pocket	Age 3–5	No indication of hours per week
Eastern Europe								
Belarus	Yes	Universal	Age 0	6 hours per day (part time) or 12 hours per day (full time)	Yes	Universal	Age 3 & age 5	6 hours per day (part time) or 12 hours (full time) for kindergarten. school is 6 hours per day.
Bulgaria	No	–	–	–	Yes	Universal	Age 3 (compulsory from age 4 since September 2020, previously age 5)	Full day or half day; flexible as required
Czechia	No	–	–	–	Yes	Universal	Age 3 (subsidized) age 5 free and compulsory (pre school)	Full day
Hungary	Yes	Targeted	20 weeks	Up to 10 hours per day	Yes	Universal	Age 3	Full day (at least 4 hours)
Poland	Yes	Targeted	20 weeks	Full day or part time	Yes	Universal	Age 3	5 hours (free of charge)
Republic of Moldova	No	–	–	–	Yes	Targeted	Age 3	No indication of hours per week
Romania	Yes	Universal	3 months	No indication of hours per week	Yes	Universal	Age 3–6	Various options available
Russian Federation	Yes	Universal	2 months	Full day	Yes	Universal	Age 3 to 5	Full day
Slovakia	No	–	–	–	Yes	Targeted	Age 3	Full day
Ukraine	Yes	Universal	Usually from 12 months	9 hours per day	Yes	Universal	Age 3 – with strategy emphasis on age 5–6	Up to 9 hours per day
Northern, Southern and Western Europe								
Albania	Yes	Universal	Age 0	Half or full day	Yes	Universal	Age 3	Half day or full day
Austria	Yes	Targeted	No national provision, but may be available from age 0	No indication of hours per week	Yes	Universal	Age 5 (kindergarten available from age 3, but varies by region)	20 hours per week from age 5, though many in full time (paying extra fees)

Country	CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)				PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)			
	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Europe and Central Asia								
Northern, Southern and Western Europe								
Belgium	Yes	Targeted	From 0 years in Flanders	6.5 hours per day (3 hours on Wednesdays)	Yes	Universal	Age 3 (though children often grouped age 2/3 and then age 4/5)	6.5 hours per day (3 hours on Wednesdays)
Bosnia and Herzegovina	Yes	Out-of-pocket	6 months	Half or full day	Yes	Out-of-pocket	Age 3 (age 5 funded)	Half or full day
Croatia	Yes	Out-of-pocket	6 months	Can be full or half day	Yes	Out-of-pocket	Age 3	Minimum 150–250 hours pre school year before primary school) otherwise can be full day or half day.
Denmark	Yes	Targeted	6 months	No indication of hours per week	Yes	Targeted	Age 3	Full day
Estonia	Yes	Targeted	18 months	No indication of hours per week	Yes	Universal	Age 3	Full day
Finland	Yes	Universal	Age 0	Available on full or part time basis (limited to 20 hours unless both parents are working/studying)	Yes	Universal	Age 3	Available on a full time and part time basis (limited to 20 hours unless both parents working/studying)
France	Yes	Targeted	Age 0	Full day	Yes	Universal	Age 3	24 hours per week
Germany	Yes	Universal	Age 1	5–7 hours per day	Yes	Universal	Age 3	5–7 hours per day
Greece	Yes	Universal	Age 0	Full day	Yes	Universal	Age 3 (compulsory from age 4 and 5)	Full day
Iceland	Yes	Universal	Usually around 18 months (age not specified in law and varies by municipality)	No indication of hours per week	Yes	Universal	Age 3 (in practice)	Full time
Ireland	No	–	–	–	Yes	Universal	Age 3	Usually 3 hours per day if on the ECCE programme.
Italy	Yes	Targeted	Age 0	Full day	Yes	Universal	Age 3 to 6	Full day
Latvia	Yes	Universal	18 months	No indication of hours per week	Yes	Universal	Age 3	Full day (can include nighttime provision)

CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)

PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)

Country	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Europe and Central Asia								
Northern, Southern and Western Europe								
Lithuania	Yes	Universal	Age 0	20 funded hours per week, usually 30 hours in practice	Yes	Universal	Age 3	20 funded hours per week (usually 30 hours in practice)
Luxembourg	Yes	Targeted	Age 0 (regulated); age 1 (language education)	No indication of hours per week. 10–20 hours free language education from age 1; nighttime cover may be available	Yes	Universal	Age 3	Full school day (may not include lunch time); nighttime cover may be available if establishment wishes to offer it (up to 2 nights per week)
Malta	Yes	Universal	3 months	Public childcare centres operate between 07.30hrs and 16.30hrs.	Yes	Targeted	Age 3	Public kindergarten 8.30 a.m. to 2.30 p.m.
Montenegro	Yes	Universal	Age 0	Half or full day	Yes	Universal	Age 3	Half or full day
Netherlands	Yes	Targeted	Age 0	No indication of hours per week	Yes	Targeted	Age 3, entitlement to a free place from age 4	No indication of hours per week
North Macedonia	Yes	Universal	Age 0	Half or full day	Yes	Universal	Age 3	Half or full day
Norway	Yes	Universal	Age 1	Available usually for 41 hours per week	Yes	Universal	Age 3	Up to 41 hours per week
Portugal	Yes	Targeted	Age 0	Ful day or part time	Yes	Universal	Age 3 (usually fee paying) age 4 free and universal	At least 25 hours per week (age 4)
Serbia	Yes	Targeted	6 months	Can be half or full day	Yes	Targeted	Age 2–5.5 (kindergarten) and then compulsory pre school (5.5–7)	Pre school is 4 hours per day (free); whole day for an additional fee.
Slovenia	Yes	Universal	11 months	Half or full day	Yes	Targeted	Age 3	Half or full day
Spain	Yes	Out-of-pocket	3 months	As required	Yes	Universal	Age 3	25 hours per week
Sweden	Yes	Universal	Age 1	Full time for employed parents (otherwise part time)	Yes	Targeted	Age 3–5 (preschool starts age 6)	Full day for employed parents
Switzerland	Yes	Out-of-pocket	Age 0	Hours are flexible	Yes	Out-of-pocket	Age 3	Flexible

Country	CHILDCARE SERVICE SYSTEM (CHILDREN AGED 0–2 YEARS)				PRE-PRIMARY EDUCATION SYSTEM (CHILDREN AGED 3 YEARS AND ABOVE)			
	Provision of a national childcare service system	Type of funding scheme for childcare services	Starting age of entitlement	Guaranteed hours of service	Provision of national pre-primary education system	Type of funding scheme for pre-primary education services	Starting age of entitlement	Guaranteed hours of services
Europe and Central Asia								
Northern, Southern and Western Europe								
United Kingdom of Great Britain and Northern Ireland	Yes	Targeted	Age 0	Full day	Yes	Targeted	Age 3	Funded part varies by nation and eligibility; full day available for those paying fees

Note: 178 countries and territories. – = No national childcare service or no pre-primary education system.

Source: Compiled by authors from national legislation.

Methodological notes

Provision of a national childcare service system or a national pre-primary education system

“Yes” indicates that the government not only mandates a statutory right to early childhood educational development (ECED) programmes (childcare services) or pre-primary education, but also provides funding or subsidises the service. “No” indicates when there is no or minimal government statutory provision of these services.

Type of funding scheme for childcare and pre-primary education services

This indicator defines the type of government schemes funding childcare or pre-primary education services. Funding schemes are classified according to the following categories:

- ▶ Universal and free = full or almost full cost of services is paid by the State or general taxation;
- ▶ Targeted or means-tested = the cost of services is shared between parents and the States according to means tests and without causing financial hardship to parents;
- ▶ Out-of-pocket = full or almost full cost of services is paid by parents with no or very limited public subsidies causing financial hardship to parents.

Starting age of entitlement to services

The starting age refers to the statutory age at which the child is guaranteed a legal entitlement to a place in childcare or pre-primary education.

Guaranteed hours of services

The guaranteed hours are the number of hours of service provided by law that every family can claim for each child. A child may use fewer hours than the ones guaranteed by the national childcare/pre-primary education system.

Sources

All information in the table is based on a review of data which took place from mid-2020 to mid-2021. The main sources of information used to collect the data were the official government websites using the most recent published and consolidated versions of the laws.

► **Table A.8. Long-term care services for older persons**

Country	Provision of a public long-term care service system for older persons	Statutory family obligations to care for older relatives	Provision of in-home personal care services for older persons	Provision of community day services for older persons	Provision of residential care services for older persons	Source of funding of long-term care services	Government support for long-term care services
Africa							
Northern Africa							
Algeria	Sporadic (most care is provided by families)	Yes	Yes	No	Yes	Taxation	Targeted or means-tested
Egypt	No	Yes	–	–	–	–	–
Libya	No	Yes	–	–	–	–	–
Morocco	No	Yes	–	–	–	–	–
Sudan	No	Not found in law	–	–	–	–	–
Tunisia	No	Yes	–	–	–	–	–
Sub-Saharan Africa							
Angola	No	Not found in law	–	–	–	–	–
Benin	No	Not found in law	–	–	–	–	–
Botswana	No	Not found in law	–	–	–	–	–
Burkina Faso	No	Not found in law	–	–	–	–	–
Burundi	No	Not found in law	–	–	–	–	–
Cabo Verde	No	Yes	–	–	–	–	–
Cameroon	No	Yes	–	–	–	–	–
Central African Republic	No	Not found in law	–	–	–	–	–
Chad	No	Not found in law	–	–	–	–	–
Comoros	No	Yes	–	–	–	–	–
Congo	No	Not found in law	–	–	–	–	–
Côte d'Ivoire	No	Not found in law	–	–	–	–	–
Democratic Republic of the Congo	No	Not found in law	–	–	–	–	–

Country	Provision of a public long-term care service system for older persons	Statutory family obligations to care for older relatives	Provision of in-home personal care services for older persons	Provision of community day services for older persons	Provision of residential care services for older persons	Source of funding of long-term care services	Government support for long-term care services
Africa							
Sub-Saharan Africa							
Djibouti	No	Yes	–	–	–	–	–
Equatorial Guinea	No	Not found in law	–	–	–	–	–
Eritrea	No	Yes	–	–	–	–	–
Eswatini	No	Not found in law	–	–	–	–	–
Ethiopia	Sporadic (not widely available)	Not found in law	No	No	Yes	Taxation	Universal and free
Gabon	No	Not found in law	–	–	–	–	–
Gambia	No	Yes	–	–	–	–	–
Ghana	No	Not found in law	–	–	–	–	–
Guinea	No	Not found in law	–	–	–	–	–
Guinea-Bissau	No	Not found in law	–	–	–	–	–
Kenya	No (though regulation of private provision)	Not found in law	–	–	–	–	–
Lesotho	No	Not found in law	–	–	–	–	–
Liberia	No	Not found in law	–	–	–	–	–
Madagascar	No	Not found in law	–	–	–	–	–
Malawi	No	Not found in law	–	–	–	–	–
Mali	No	Not found in law	–	–	–	–	–
Mauritania	No	Not found in law	–	–	–	–	–
Mauritius	Sporadic (not widely available)	Not found in law	No	Yes	Yes	Taxation	Targeted or means-tested
Mozambique	No	Yes	–	–	–	–	–
Namibia	No	Not found in law	–	–	–	–	–
Niger	No	Not found in law	–	–	–	–	–
Nigeria	No	Not found in law	–	–	–	–	–
Rwanda	No	Not found in law	–	–	–	–	–
Sao Tome and Principe	No	Not found in law	–	–	–	–	–

Country	Provision of a public long-term care service system for older persons	Statutory family obligations to care for older relatives	Provision of in-home personal care services for older persons	Provision of community day services for older persons	Provision of residential care services for older persons	Source of funding of long-term care services	Government support for long-term care services
Africa							
Sub-Saharan Africa							
Senegal	No (though there is provision of healthcare)	Yes	–	–	–	–	–
Sierra Leone	No	Not found in law	–	–	–	–	–
Somalia	No	Yes	–	–	–	–	–
South Africa	Yes	Not found in law	No	No	Yes	Taxation	Targeted or means-tested
South Sudan	No	Not found in law	–	–	–	–	–
Togo	No	Not found in law	–	–	–	–	–
Uganda	No	Not found in law	–	–	–	–	–
United Republic of Tanzania	No	Not found in law	–	–	–	–	–
Zambia	No	Not found in law	–	–	–	–	–
Zimbabwe	No	Not found in law	–	–	–	–	–
Americas							
Latin America and the Caribbean							
Argentina	Sporadic (no national system & not available in all areas)	Not found in law	No	No	Yes	Social insurance	Universal and free
Bahamas	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Barbados	Yes	Not found in law	No	No	Yes	Taxation	Targeted or means-tested
Belize	Sporadic (not widely available)	Not found in law	No	No	Yes	Taxation	Universal and free
Bolivia (Plurinational State of)	No	Not found in law	–	–	–	–	–
Brazil	Sporadic (most care is provided by families)	Yes	Yes	Yes	Yes	Taxation	Targeted or means-tested
Chile	No (available in some regions but no national provision)	Not found in law	–	–	–	–	–
Colombia	No	Yes	–	–	–	–	–
Costa Rica	Yes	Not found in law	Yes	Yes	No	Mixed social insurance and taxation	Out-of-pocket
Cuba	Yes	Not found in law	Yes	Yes	Yes	Taxation	Universal and free

Country	Provision of a public long-term care service system for older persons	Statutory family obligations to care for older relatives	Provision of in-home personal care services for older persons	Provision of community day services for older persons	Provision of residential care services for older persons	Source of funding of long-term care services	Government support for long-term care services
Africa							
Latin America and the Caribbean							
Dominican Republic	Yes	Yes	No	No	Yes	Taxation	Targeted or means-tested
Ecuador	Yes	Yes	No	No	Yes	Taxation	Targeted or means-tested
El Salvador	No	Not found in law	–	–	–	–	–
Guatemala	No	Not found in law	–	–	–	–	–
Guyana	Yes	Not found in law	No	No	Yes	Taxation	Targeted or means-tested
Haiti	No	Not found in law	–	–	–	–	–
Honduras	No	Not found in law	–	–	–	–	–
Jamaica	Yes	Not found in law	No	No	Yes	Taxation	Targeted or means-tested
Mexico	No	Not found in law	–	–	–	–	–
Nicaragua	No	Yes	–	–	–	–	–
Panama	No	Yes	–	–	–	–	–
Paraguay	No	Yes	–	–	–	–	–
Peru	Sporadic (not widely available)	Yes	No	No	Yes	Social insurance	Targeted or means-tested
Saint Lucia	Sporadic (not widely available)	Not found in law	Yes	No	Yes	Mixed social insurance and taxation	Targeted or means-tested
Saint Vincent and the Grenadines	Yes	Not found in law	Yes	No	Yes	Taxation	Targeted or means-tested
Suriname	No	Not found in law	–	–	–	–	–
Trinidad and Tobago	Yes	Not found in law	Yes	No	Yes	Taxation (Oil fund)	Targeted or means-tested
Uruguay	Sporadic (not widely available)	Not found in law	Yes	Yes	Yes	Taxation	Out-of-pocket
Venezuela (Bolivarian Republic of)	No	Not found in law	–	–	–	–	–
Northern America							
Canada	Yes (but varies by region)	Not found in law	Yes	Yes	Yes	Mixed social insurance and taxation	Universal and free
United States of America	Yes (varies by state)	Not found in law	Yes	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested

Country	Provision of a public long-term care service system for older persons	Statutory family obligations to care for older relatives	Provision of in-home personal care services for older persons	Provision of community day services for older persons	Provision of residential care services for older persons	Source of funding of long-term care services	Government support for long-term care services
Arab States							
Bahrain	Yes	Yes	No	Yes	Yes	Taxation	Targeted or means-tested
Iraq	No	Yes	–	–	–	–	–
Jordan	Yes	Yes	No	No	Yes	Taxation	Targeted or means-tested
Kuwait	No	Yes	–	–	–	–	–
Lebanon	No	Not found in law	–	–	–	–	–
Occupied Palestinian Territory	Sporadic (most care is provided by families)	Yes	No	Yes	Yes	Taxation	Targeted or means-tested
Oman	No	Yes	–	–	–	–	–
Qatar	No	Yes	–	–	–	–	–
Saudi Arabia	Sporadic (most care is provided by families)	Yes	No	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested
Syrian Arab Republic	No	Not found in law	–	–	–	–	–
United Arab Emirates	No	Not found in law	–	–	–	–	–
Yemen	No	Yes	–	–	–	–	–
Asia and the Pacific							
Eastern Asia							
China	No	Yes	–	–	–	–	–
Japan	Yes	Yes	Yes	No	Yes	Mixed social insurance and taxation	Universal and free
Mongolia	Sporadic (not widely available)	Not found in law	Yes	No	Yes	Taxation	Universal and free
Republic of Korea	Yes	No information found	Yes	Yes	Yes	Mixed social insurance and taxation	Universal and free
South-Eastern Asia and the Pacific							
Australia	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Brunei Darussalam	Yes	Not found in law	Yes	No	No	Taxation (Oil fund)	Universal and free
Cambodia	No	Yes	–	–	–	–	–
Fiji	No (though regulation of the very few (public) institutions)	Not found in law	–	–	–	–	–

Country	Provision of a public long-term care service system for older persons	Statutory family obligations to care for older relatives	Provision of in-home personal care services for older persons	Provision of community day services for older persons	Provision of residential care services for older persons	Source of funding of long-term care services	Government support for long-term care services
Asia and the Pacific							
South-Eastern Asia and the Pacific							
French Polynesia	No	Not found in law	–	–	–	–	–
Guam	Yes	Not found in law	Yes	No	Yes	Mixed social insurance and taxation	Targeted or means-tested
Indonesia	No	Not found in law	–	–	–	–	–
Lao People's Democratic Republic	No	Not found in law	–	–	–	–	–
Malaysia	Sporadic (most care is provided by families)	Not found in law	No	Yes	Yes	Taxation	Out-of-pocket
Myanmar	Sporadic (not widely available)	Not found in law	Yes	Yes	Yes	Taxation	Universal and free
New Zealand	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Papua New Guinea	No	Not found in law	–	–	–	–	–
Philippines	Sporadic (most care is provided by families)	Yes	No	No	Yes	Mixed social insurance and taxation	Targeted or means-tested
Samoa	No	Not found in law	–	–	–	–	–
Singapore	Yes	Yes	Yes	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested
Solomon Islands	No	Not found in law	–	–	–	–	–
Thailand	Sporadic (not widely available)	Not found in law	Yes	Yes	Yes	Taxation	Targeted or means-tested
Timor-Leste	No (though there is provision of healthcare and a basic pension)	Not found in law	–	–	–	–	–
Tonga	No (though free healthcare)	Not found in law	–	–	–	–	–
Vanuatu	No	Not found in law	–	–	–	–	–
Viet Nam	Sporadic (most care is provided by families)	Yes	Yes	No	Yes	Taxation	Targeted or means-tested
Southern Asia							
Afghanistan	No	Not found in law	–	–	–	–	–

Country	Provision of a public long-term care service system for older persons	Statutory family obligations to care for older relatives	Provision of in-home personal care services for older persons	Provision of community day services for older persons	Provision of residential care services for older persons	Source of funding of long-term care services	Government support for long-term care services
Asia and the Pacific							
Southern Asia							
Bangladesh	No	Yes	–	–	–	–	–
India	No	Yes	–	–	–	–	–
Iran (Islamic Republic of)	No (though there is provision of healthcare)	Not found in law	–	–	–	–	–
Maldives	No (though there is provision of healthcare and a basic pension)	Yes	–	–	–	–	–
Nepal	No	Not found in law	–	–	–	–	–
Pakistan	No	Not found in law	–	–	–	–	–
Sri Lanka	Sporadic (most care is provided by families)	Not found in law	Yes	Yes	Yes	Taxation	Universal and free
Europe and Central Asia							
Central and Western Asia							
Armenia	Sporadic (most care is provided by families)	Not found in law	Yes	No	Yes	Taxation	Universal and free
Azerbaijan	Sporadic (most care is provided by families)	Not found in law	Yes	No	Yes	Taxation	Universal and free
Cyprus	Yes	Yes	Yes	Yes	Yes	Taxation	Targeted or means-tested
Georgia	Sporadic (no national system & not available in all areas)	Not found in law	No	No	Yes	Taxation	Targeted or means-tested
Israel	Yes	Not found in law	Yes	Yes	Yes	Social insurance	Targeted or means-tested
Kazakhstan	Sporadic (most care is provided by families)	Not found in law	Yes	No	Yes	Taxation	Targeted or means-tested
Kyrgyzstan	Sporadic (most care is provided by families)	Yes	No	No	Yes	Taxation	Targeted or means-tested
Tajikistan	No	Not found in law	–	–	–	–	–
Turkey	Yes	Yes	Yes	No	Yes	Taxation	Targeted or means-tested
Turkmenistan	Sporadic (most care is provided by families)	Yes	Yes	No	Yes	Taxation	Targeted or means-tested

Country	Provision of a public long-term care service system for older persons	Statutory family obligations to care for older relatives	Provision of in-home personal care services for older persons	Provision of community day services for older persons	Provision of residential care services for older persons	Source of funding of long-term care services	Government support for long-term care services
Europe and Central Asia							
Central and Western Asia							
Uzbekistan	Sporadic (most care is provided by families)	Yes	Yes	No	Yes	Taxation	Targeted or means-tested
Eastern Europe							
Belarus	Yes	Yes	Yes	No	Yes	Mixed social insurance and taxation	Universal and free
Bulgaria	Yes	Yes	Yes	Yes	Yes	Taxation	Targeted or means-tested
Czechia	Yes	Yes	Yes	No	Yes	Mixed social insurance and taxation	Targeted or means-tested
Hungary	Yes	Yes	Yes	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested
Poland	Sporadic (most care is provided by families)	Yes	Yes	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested
Republic of Moldova	Yes	Yes	No	No	Yes	Taxation	Targeted or means-tested
Romania	Yes	Not found in law	Yes	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested
Russian Federation	Yes	Yes	Yes	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested
Slovakia	Yes	Not found in law	Yes	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested
Ukraine	Yes	Not found in law	Yes	Yes	Yes	Taxation	Targeted or means-tested
Northern, Southern and Western Europe							
Albania	Yes	Yes	Yes	No	Yes	Taxation	Universal and free
Austria	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Belgium	Yes	Yes	Yes	No	Yes	Social insurance	Universal and free
Bosnia and Herzegovina	Yes	Not found in law	Yes	No	Yes	Taxation	Targeted or means-tested
Croatia	Yes	Yes	Yes	Yes	Yes	Mixed social insurance and taxation	Out-of-pocket
Denmark	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Estonia	Yes	Yes	Yes	No	Yes	Mixed social insurance and taxation	Out-of-pocket
Finland	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free

Country	Provision of a public long-term care service system for older persons	Statutory family obligations to care for older relatives	Provision of in-home personal care services for older persons	Provision of community day services for older persons	Provision of residential care services for older persons	Source of funding of long-term care services	Government support for long-term care services
Europe and Central Asia							
Northern, Southern and Western Europe							
France	Yes	Yes	Yes	No	Yes	Mixed social insurance and taxation	Targeted or means-tested
Germany	Yes	Yes	Yes	No	Yes	Social insurance	Universal and free
Greece	Sporadic (most care is provided by families)	Yes	Yes	No	Yes	Taxation	Targeted or means-tested
Iceland	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Ireland	Yes	Not found in law	Yes	No	Yes	Mixed social insurance and taxation	Targeted or means-tested
Italy	Yes	Yes	Yes	Yes	Yes	Taxation	Targeted or means-tested
Latvia	Yes	Yes	Yes	Yes	Yes	Taxation	Targeted or means-tested
Lithuania	Yes	Yes	Yes	Yes	Yes	Taxation	Targeted or means-tested
Luxembourg	Yes	Yes	Yes	No	Yes	Social insurance	Universal and free
Malta	Yes	Yes	Yes	No	Yes	Taxation	Targeted or means-tested
Montenegro	No (only one facility)	Yes	Yes	No	Yes	Taxation	Targeted or means-tested
Netherlands	Yes	Yes	Yes	No	Yes	Social insurance	Universal and free
North Macedonia	Yes	Yes	Yes	Yes	Yes	Taxation	Targeted or means-tested
Norway	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Portugal	Yes	Not found in law	Yes	Yes	Yes	Taxation	Targeted or means-tested
Serbia	Yes	Yes	Yes	No	Yes	Taxation	Targeted or means-tested
Slovenia	Yes	Not found in law	Yes	No	Yes	Taxation	Targeted or means-tested
Spain	Yes	Yes	Yes	Yes	Yes	Taxation	Universal and free
Sweden	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Switzerland	Yes	Yes	Yes	No	Yes	Mixed social insurance and taxation	Targeted or means-tested
United Kingdom of Great Britain and Northern Ireland	Yes	Not found in law	Yes	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested

Note: 179 countries and territories. – = No long-term care services.

Source: Compiled by authors from national legislation.

Methodological notes

Provision of a public long-term care service system for older persons

“Yes” indicates that the government not only mandates a statutory right to public long-term care services, but also directly provides public long-term care services and infrastructure or funding or subsidies. “No” indicates that – while there may be a few institutions – there is no public long-term care service system.

Statutory family obligations to care for older relatives

“Yes” indicates that legislation expressly indicates that there exists a family obligation to care for older relatives. “Not found in law” indicates that legislation does not expressly indicate that there exists a family obligation to care for relatives.

Provision of in-home personal care services for older persons

In-home care involves services provided in the usual residence of the older person in need of long-term care. “Yes” indicates that the long-term care service system provides a right to public or subsidized in-home personal care services. “No” indicates that the long-term care service system does not provide in-home personal care services.

Provision of statutory community day services for older persons

Community day services refer to all forms of care that do not require older persons to reside permanently in an institutional care setting. They are often offered in day centres and usually focus on preventive and recreational activities rather than on assisting older persons with activities of daily living. “Yes” indicates that the long-term care service system provides for community care services. “No” indicates that the long-term care service system does not provide for community care services.

Provision of statutory residential care services for older persons

Residential care refers to institutionalized care delivered in assisted-living facilities and nursing homes. “Yes” indicates that the long-term care service system provides residential care services. “No” indicates that the long-term care service system does not provide for residential care services.

Source of funding of long-term care services

Similar to previous indicators, countries are classified as financed by:

- ▶ social insurance (contributory scheme);
- ▶ general tax revenue (“Taxation”);
- ▶ a combination of these systems (“Mixed social insurance and taxation”).

Type of funding schemes for long-term care services

This indicator defines the type of government schemes funding long-term care services. Funding schemes are classified according to the following categories:

- ▶ Universal and free = full or almost full cost of services is paid by social insurance, general taxation or a combination of these systems;
- ▶ Targeted or means-tested = the cost of services is shared between old persons and the above funding systems according to means tests and without causing financial hardship to old persons;

- ▶ Out-of-pocket = full or almost full cost of services is paid by users with no or very limited public subsidies, causing financial hardship to old persons.

Sources

- ▶ All information in the table is based on a review of data which took place from mid-2020 to mid-2021. The main sources of information used to collect the data were the official government websites using the most recent published and consolidated versions of the laws.

► Table A.9. Childcare workers – ISCO classification

Occupational classification (ISCO 08)	Occupational classification (ISCO 88)	Industry classification (ISIC Rev 4)	Industry classification (ISIC Rev 3)	Category
5311 Child Care Workers	5131 Child-care workers	Not 97	Not 95	ECED workers
2342 Early Childhood Educators	2332 Pre-primary education teaching professionals 3320 Pre-primary education teaching associate professionals	Not 97	Not 95	Pre-primary education teachers
2341 Primary School Teachers	2331 Primary education teaching professionals 3310 Primary education teaching associate professionals	Not 97	Not 95	Primary education teachers
2330 Secondary Education Teachers	2320 Secondary education teaching professionals	Not 97	Not 95	Secondary education teachers
5311 Child Care Workers	5131 Child-care workers	97	95	Child-care workers in the household

Source: Compiled by the authors.

► **Table A.10. Childcare policy gap**

Country	Starting age of universal and free ECCE or primary education (months)	Starting age of universal and free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)
Africa						
Northern Africa						
Algeria	72	6.0	3.3	0.3	68.7	5.7
Egypt	72	6.0	3.0	0.3	69.0	5.8
Libya	72	6.0	3.2	0.3	68.8	5.7
Morocco	72	6.0	3.3	0.3	68.7	5.7
Sudan	72	6.0	1.8	0.2	70.2	5.8
Tunisia	72	6.0	1.0	0.1	71.0	5.9
Sub-Saharan Africa						
Angola	72	6.0	3.0	0.3	69.0	5.7
Benin	36	3.0	3.3	0.3	32.7	2.7
Botswana	72	6.0	2.8	0.2	69.2	5.8
Burkina Faso	72	6.0	3.3	0.3	68.7	5.7
Burundi	84	7.0	2.9	0.2	81.1	6.8
Cabo Verde	48	4.0	2.1	0.2	45.9	3.8
Cameroon	72	6.0	3.3	0.3	68.7	5.7
Central African Republic	72	6.0	3.2	0.3	68.8	5.7
Chad	72	6.0	3.3	0.3	68.7	5.7
Comoros	72	6.0	3.2	0.3	68.8	5.7
Congo	72	6.0	3.5	0.3	68.5	5.7
Côte d'Ivoire	72	6.0	3.3	0.3	68.7	5.7
Democratic Republic of the Congo	72	6.0	3.3	0.3	68.7	5.7
Djibouti	72	6.0	3.3	0.3	68.7	5.7

Country	Starting age of universal and free ECCE or primary education (months)	Starting age of universal and free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)
Africa						
Sub-Saharan Africa						
Equatorial Guinea	72	6.0	2.9	0.2	69.1	5.8
Eritrea	72	6.0	2.1	0.2	69.9	5.8
Eswatini	72	6.0	2.8	0.2	69.2	5.8
Ethiopia	84	7.0	4.0	0.3	80.0	6.7
Gabon	72	6.0	3.3	0.3	68.7	5.7
Gambia	84	7.0	6.3	0.5	77.7	6.5
Ghana	48	4.0	2.8	0.2	45.2	3.8
Guinea	84	7.0	3.2	0.3	80.8	6.7
Guinea-Bissau	72	6.0	2.1	0.2	69.9	5.8
Kenya	72	6.0	3.5	0.3	68.5	5.7
Lesotho	72	6.0	2.8	0.2	69.2	5.8
Liberia	36	3.0	3.2	0.3	32.8	2.7
Madagascar	72	6.0	3.2	0.3	68.8	5.7
Malawi	72	6.0	1.8	0.2	70.2	5.8
Mali	84	7.0	3.3	0.3	80.7	6.7
Mauritania	72	6.0	3.2	0.3	68.8	5.7
Mauritius	36	3.0	3.4	0.3	32.6	2.7
Mozambique	72	6.0	2.1	0.2	69.9	5.8
Namibia	84	7.0	2.8	0.2	81.2	6.8
Niger	84	7.0	3.3	0.3	80.7	6.7
Nigeria	60	5.0	2.8	0.2	57.2	4.8
Rwanda	84	7.0	2.9	0.2	81.1	6.8
Sao Tome and Principe	72	6.0	3.2	0.3	68.8	5.7
Senegal	72	6.0	3.3	0.3	68.7	5.7
Sierra Leone	72	6.0	2.8	0.2	69.2	5.8
Somalia	72	6.0	3.2	0.3	68.8	5.7

Country	Starting age of universal and free ECCE or primary education (months)	Starting age of universal and free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)
Africa						
Sub-Saharan Africa						
South Africa	84	7.0	4.3	0.4	79.7	6.6
South Sudan	72	6.0	3.5	0.3	68.5	5.7
Togo	72	6.0	3.3	0.3	68.7	5.7
Uganda	72	6.0	2.9	0.2	69.1	5.8
United Republic of Tanzania	84	7.0	2.9	0.2	81.1	6.8
Zambia	84	7.0	3.2	0.3	80.8	6.7
Zimbabwe	36	3.0	3.2	0.3	32.8	2.7
Americas						
Latin America and the Caribbean						
Argentina	48	4.0	3.1	0.3	44.9	3.7
Bahamas	36	3.0	2.8	0.2	33.2	2.8
Barbados	36	3.0	2.8	0.2	33.2	2.8
Belize	60	5.0	3.2	0.3	56.8	4.7
Bolivia (Plurinational State of)	72	6.0	3.1	0.3	68.9	5.7
Brazil	3	0.3	4.1	0.3	0.0	0.0
Chile	72	6.0	7.1	0.6	64.9	5.4
Colombia	72	6.0	4.4	0.4	67.6	5.6
Costa Rica	72	6.0	3.9	0.3	68.1	5.7
Cuba	12	1.0	16.2	1.3	0.0	0.0
Dominican Republic	60	5.0	3.3	0.3	56.7	4.7
Ecuador	72	6.0	3.1	0.3	68.9	5.7
El Salvador	84	7.0	3.8	0.3	80.2	6.7
Guatemala	48	4.0	2.8	0.2	45.2	3.8
Guyana	36	3.0	3.0	0.3	33.0	2.8
Haiti	72	6.0	2.8	0.2	69.2	5.8
Honduras	48	4.0	2.8	0.2	45.2	3.8

Country	Starting age of universal and free ECCE or primary education (months)	Starting age of universal and free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)
Americas						
Latin America and the Caribbean						
Jamaica	48	4.0	2.8	0.2	45.2	3.8
Mexico	0	0.0	2.9	0.2	0.0	0.0
Nicaragua	72	6.0	2.9	0.2	69.1	5.8
Panama	0	0.0	3.3	0.3	0.0	0.0
Paraguay	72	6.0	4.6	0.4	67.4	5.6
Peru	72	6.0	3.6	0.3	68.4	5.7
Saint Lucia	60	5.0	3.0	0.3	57.0	4.8
Saint Vincent and the Grenadines	60	5.0	3.0	0.3	57.0	4.8
Suriname	72	6.0	4.0	0.3	68.0	5.7
Trinidad and Tobago	36	3.0	3.2	0.3	32.8	2.7
Uruguay	36	3.0	3.7	0.3	32.3	2.7
Venezuela (Bolivarian Republic of)	72	6.0	6.5	0.5	65.5	5.5
Latin America and the Caribbean						
Canada	72	6.0	19.8	1.7	52.2	4.3
United States of America	72	6.0	0.0	0.0	72.0	6.0
Arab States						
Bahrain	72	6.0	2.6	0.2	69.4	5.8
Iraq	72	6.0	3.2	0.3	68.8	5.7
Jordan	72	6.0	2.4	0.2	69.6	5.8
Kuwait	48	4.0	6.2	0.5	41.8	3.5
Lebanon	36	3.0	1.6	0.1	34.4	2.9
Oman	72	6.0	1.6	0.1	70.4	5.9
Qatar	72	6.0	1.6	0.1	70.4	5.9
Saudi Arabia	72	6.0	2.4	0.2	69.6	5.8
Syrian Arab Republic	72	6.0	4.8	0.4	67.2	5.6

Country	Starting age of universal and free ECCE or primary education (months)	Starting age of universal and free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)
Arab States						
United Arab Emirates	72	6.0	1.8	0.2	70.2	5.8
Yemen	72	6.0	2.3	0.2	69.7	5.8
Asia and the Pacific						
Eastern Asia						
China	36	3.0	3.2	0.3	32.8	2.7
Japan	36	3.0	27.2	2.3	8.8	0.7
Republic of Korea	72	6.0	27.3	2.3	44.7	3.7
South-Eastern Asia and the Pacific						
Australia	60	5.0	16.5	1.4	43.5	3.6
Brunei Darussalam	60	5.0	3.5	0.3	56.5	4.7
Cambodia	72	6.0	3.0	0.3	69.0	5.8
Fiji	72	6.0	3.4	0.3	68.6	5.7
Indonesia	84	7.0	3.1	0.3	80.9	6.7
Lao People's Democratic Republic	72	6.0	3.6	0.3	68.4	5.7
Malaysia	72	6.0	2.1	0.2	69.9	5.8
Myanmar	60	5.0	3.7	0.3	56.3	4.7
New Zealand	36	3.0	6.0	0.5	30.0	2.5
Papua New Guinea	72	6.0	0.0	0.0	72.0	6.0
Philippines	60	5.0	4.6	0.4	55.4	4.6
Samoa	60	5.0	1.5	0.1	58.5	4.9
Singapore	72	6.0	4.2	0.3	67.8	5.7
Solomon Islands	72	6.0	2.8	0.2	69.2	5.8
Thailand	36	3.0	3.0	0.3	33.0	2.8
Timor-Leste	72	6.0	2.9	0.2	69.1	5.8
Tonga	72	6.0	0.0	0.0	72.0	6.0
Vanuatu	48	4.0	2.8	0.2	45.2	3.8
Viet Nam	72	6.0	6.2	0.5	65.8	5.5

Country	Starting age of universal and free ECCE or primary education (months)	Starting age of universal and free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)
Asia and the Pacific						
Southern Asia						
Afghanistan	84	7.0	3.3	0.3	80.7	6.7
Bangladesh	60	5.0	3.7	0.3	56.3	4.7
India	72	6.0	6.0	0.5	66.0	5.5
Iran (Islamic Republic of)	72	6.0	9.5	0.8	62.5	5.2
Maldives	72	6.0	2.2	0.2	69.8	5.8
Nepal	60	5.0	3.7	0.3	56.3	4.7
Pakistan	60	5.0	2.8	0.2	57.2	4.8
Sri Lanka	60	5.0	2.8	0.2	57.2	4.8
Europe and Central Asia						
Central and Western Asia						
Armenia	72	6.0	28.6	2.4	43.4	3.6
Azerbaijan	60	5.0	40.2	3.3	19.8	1.7
Cyprus	72	6.0	4.6	0.4	67.4	5.6
Georgia	72	6.0	24.0	2.0	48.0	4.0
Israel	72	6.0	6.0	0.5	66.0	5.5
Kazakhstan	72	6.0	16.2	1.3	55.8	4.7
Kyrgyzstan	84	7.0	40.2	3.3	43.8	3.7
Tajikistan	84	7.0	22.6	1.9	61.4	5.1
Turkey	72	6.0	3.9	0.3	68.1	5.7
Turkmenistan	72	6.0	39.7	3.3	32.3	2.7
Uzbekistan	84	7.0	28.2	2.3	55.8	4.7
Eastern Europe						
Belarus	0	0.0	40.2	3.3	0.0	0.0
Bulgaria	36	3.0	37.9	3.2	0.0	0.0
Czechia	36	3.0	78.7	6.6	0.0	0.0
Hungary	36	3.0	41.7	3.5	0.0	0.0

Country	Starting age of universal and free ECCE or primary education (months)	Starting age of universal and free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)
Europe and Central Asia						
Eastern Europe						
Poland	36	3.0	48.5	4.0	0.0	0.0
Republic of Moldova	84	7.0	40.2	3.3	43.8	3.7
Romania	3	0.3	28.3	2.4	0.0	0.0
Russian Federation	2	0.2	22.6	1.9	0.0	0.0
Slovakia	72	6.0	50.3	4.2	21.7	1.8
Ukraine	12	1.0	40.2	3.3	0.0	0.0
Northern, Southern and Western Europe						
Albania	0	0.0	12.1	1.0	0.0	0.0
Austria	36	3.0	28.7	2.4	7.3	0.6
Belgium	36	3.0	35.9	3.0	0.1	0
Bosnia and Herzegovina	72	6.0	12.2	1.0	59.8	5.0
Croatia	84	7.0	15.0	1.3	69.0	5.8
Denmark	72	6.0	12.0	1.0	60.0	5.0
Estonia	36	3.0	19.3	1.6	16.7	1.4
Finland	0	0.0	11.9	1.0	0.0	0.0
France	36	3.0	76.5	6.4	0.0	0.0
Germany	12	1.0	17.3	1.4	0.0	0.0
Greece	0	0.0	21.8	1.8	0.0	0.0
Iceland	18	1.5	22.6	1.9	0.0	0.0
Ireland	36	3.0	12.5	1.0	23.5	2.0
Italy	36	3.0	16.5	1.4	19.5	1.6
Latvia	18	1.5	40.0	3.3	0.0	0.0
Lithuania	0	0.0	29.1	2.4	0.0	0.0
Luxembourg	36	3.0	16.9	1.4	19.1	1.6
Malta	3	0.3	4.2	0.3	0.0	0.0
Montenegro	0	0.0	15.2	1.3	0.0	0.0

Country	Starting age of universal and free ECCE or primary education (months)	Starting age of universal and free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)
Europe and Central Asia						
Northern, Southern and Western Europe						
Netherlands	72	6.0	5.1	0.4	66.9	5.6
North Macedonia	0	0.0	9.2	0.8	0.0	0.0
Norway	12	1.0	17.8	1.5	0.0	0.0
Portugal	48	4.0	10.7	0.9	37.3	3.1
Serbia	84	7.0	16.8	1.4	67.2	5.6
Slovenia	11	0.9	13.0	1.1	0.0	0.0
Spain	36	3.0	7.4	0.6	28.6	2.4
Sweden	12	1.0	19.3	1.6	0.0	0.0
Switzerland	84	7.0	3.7	0.3	80.3	6.7
United Kingdom of Great Britain and Northern Ireland	60	5.0	12.5	1.0	47.5	4.0

Methodological notes

Starting age of universal and free ECCE or primary education (months or years)

The starting age of universal and free ECCE (early childhood care and education) refers to the statutory age at which the child is guaranteed a legal entitlement to a place in early childhood educational development (ECED) or pre-primary education (see also Table A.7). The official entrance age to primary education (UNESCO Institute for Statistics) is used in cases where statutory universal and free ECCE is not provided. Primary education is considered universal and free in all countries. The starting age of universal and free ECCE or primary education does not represent actual provision or enrolment. This methodology does not consider the daily or yearly opening hours of childcare or education services (intensity of the service). See also table A.7.

Childcare-related paid leave reserved to households (months or years)

The childcare related paid leave reserved to households is the sum of the duration of paid maternity, paternity and parental leave (in months) regardless of the source of funding and the amount of cash benefits. When a bonus system or optional longer paid leave periods are provided, the extended or longer duration of paid leave is considered. Leave entitlements are assumed to be postnatal and consecutive.

Childcare policy gap (months or years)

The childcare policy gap is the difference (in months or years) between the starting age of universal and free ECCE or primary education and the duration of paid leave available to households.



The report provides a global overview of national laws and practices regarding care policies, namely maternity protection, paternity, parental and other care-related leave policies, as well as childcare and long-term care services. Based on an ILO legal survey of 185 countries, it reviews progress made around the world over the past decade while assessing the persisting and significant legal gaps that translate into a lack of protection and support for millions of workers with family responsibilities across the world. It takes the requirements and principles of relevant international labour standards – in particular the ILO Conventions and Recommendations on maternity protection and workers with family responsibilities – as the benchmark. The report pays attention to the most frequently excluded workers, such as the self-employed, workers in the informal economy, migrants, and adoptive and LGBTQI+ parents. It concludes with a call for action to invest in a transformative package of care policies that is central to the broader international agenda on investing in the care economy – a breakthrough pathway for building a better and more gender-equal world of work.

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