

NATIONAL FRAMEWORKS

COUNTRY	MATERNITY LEAVE	PATERNITY LEAVE	PARENTAL LEAVE	JOB PROTECTION	ADDITIONAL REFERENCES AND NOTES
Antigua and Barbuda	<p>Social Security (Benefits) (Maternity) Regulations (1973, last amended 2000)</p> <p>Eligibility (Art. 4): insured person or the wife of an insured person who has met contribution requirements for social security benefits. Maternity leave granted for employees who have worked for at least 12 months of unbroken service.</p> <p>Duration (Art. 10): at least 6 weeks pre-natal and 6 weeks post-natal</p> <p>Coverage (Art. 11): at least 40% of basic wages paid by the employer. Social security pays one or both of:</p> <ul style="list-style-type: none"> • Maternity allowance: 60% of the insured person's average insurable weekly earnings, paid weekly for up to 13 weeks (6 weeks of which can be paid before confinement) • Maternity grant: a one-time payment per child 	None	None	No provisions preventing dismissal of pregnant women	Details available on the Social Security Board website.
Argentina	<p>Ley no. 24.714, Régimen de asignaciones familiares (1996)</p> <p>Eligibility: need to have worked a minimum of 3 continuous months</p> <p>Ley no. 20.744 de contrato de trabajo (1976), Art. 177</p> <p>Duration: Mandatory 90 days, must be taken consecutively (before and after the birth, or just after the birth)</p> <p>Ley no. 24.714, Régimen de asignaciones familiares (1996)</p> <p>Coverage: Paid 100% by social security, as a lump-sum payment equivalent to wages that would have been earned during leave</p>	<p>Ley de contrato de trabajo, Art. 158</p> <p>Eligibility: all workers</p> <p>Duration: 2 consecutive days</p> <p>Coverage: full salary (determined according to Art. 155)</p>	None	<p>Ley de contrato de trabajo</p> <p>Job protection: during pregnancy and 7.5 months after delivery (Art. 178)</p> <p>Breastfeeding: 2 half-hour breaks for up to 1 year (unless there are medical complications that requires more).</p> <p>Employer must provide maternity rooms and nurseries for children (Art. 179).</p>	<p>Ley de contrato de trabajo, Art. 177</p> <p>If the worker must take a longer absence as a result of illness due to the pregnancy or birth (certified by a doctor), they can access benefits in Art. 208 (able to receive remuneration for 3 months & subject to restitution if fired during this period).</p>
The Bahamas	<p>National Insurance (Benefit & Assistance) Regulations (2010), Art. 35-44</p> <p>Eligibility: insured women who have met minimum contribution requirements and worked for 12+ months eligible for maternity leave and payment. Can only request leave/maternity pay from the same employer once every 3 years.</p> <p>Employment Act (2006), Art. 16-19</p> <p>Duration: Minimum of 12 weeks (and at least 1 week before expected date of birth and 8 weeks after the birth). If recommended by a medical practitioner, an additional unpaid leave of up to 6 weeks in case of illness arising from complications.</p> <p>National Insurance (Benefit & Assistance) Regulations (2010), Art. 44</p>	None	<p>Employment Act, Art. 20</p> <p>1-week unpaid family leave per birth</p>	<p>Employment Act, Art. 22</p> <p>Job protection: reinstatement in the former or an equivalent position, seniority rights, and remuneration no lower as a result of having been on leave. Anyone on parental leave has the same protections.</p>	

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	<p>Coverage: 66.67% of the insured person's average weekly earnings, for a maximum of 13 weeks, paid by social security. 33.33 % paid by employer.</p> <ul style="list-style-type: none"> • Maternity grant: a lump-sum payment of \$400 				
Barbados	<p>Barbados Employment of Women (Maternity Leave), (1976), Chapter 345A</p> <p>Eligibility: 12 months of employment. Can only take maternity leave on up to 3 occasions with the same employer.</p> <p>Duration: Minimum of 12 weeks, 6 pre-natal and 6 post-natal. Up to 6 weeks of additional leave upon the recommendation of a medical professional, should any illness arise out of the confinement.</p> <p>National Insurance and Social Security Act (1996, amended 2007), Sec. 15, 21</p> <p>Coverage: Maternity benefit: periodical payments in the case of the pregnancy of an insured woman; Maternity grant: a payment of \$1,240 to women who are uninsured, or are insured but do not satisfy the conditions, and whose spouse is insured.</p>	None	None	<p>Employment of Women (Maternity Leave) Act, Sec. 6-7, 9-10</p> <p>Job protection: protection of seniority, re-instatement in former job or equivalent, and remuneration no smaller than what was received before maternity leave. An employer found guilty can be fined up to \$2000 or imprisoned for up to 12 months. Civil litigation can also be pursued.</p>	Details available on the National Insurance Scheme website.
Belize	<p>Social Security Act (revised 2003), Chapter 44</p> <p>Eligibility: insured woman who has paid at least 50 contributions since her appointment day (Art. 10)</p> <p>Duration: up to 14 weeks (Art. 11)</p> <p>Coverage: 80% of average weekly insurable earnings, paid by social security. Payment made in 2 lump sums – before and after the birth (Art. 11). Maternity grant: one-time payment of \$300, which can only be paid once per calendar year.</p>	None	None	<p>Labour (Amendment) Act (2011), Art. 42(1)g</p> <p>Job protection: during pregnancy and maternity leave</p>	If the worker is ill or cannot return to work due to birth complications, they can access sickness benefits, which will be applied to the period immediately following maternity benefits.
Bolivia	<p>Ley no. 13214 (1975, amended 2010), Art.31</p> <p>Eligibility: insured and have made a minimum of 4 monthly contributions in the 12 months prior to the date of cancellation of the prenatal allowance.</p> <p>Duration: a maximum of 45 days pre-natal and 45 days post-natal</p> <p>Decreto supremo no. 1429, (1985), Art. 3</p> <p>Coverage: 100% paid by social security or by the employer if the worker wasn't registered. Subsidy equivalent to 90% of the salary received at the start of the leave. Additional benefits available as grants under family allowances.</p>	<p>Decreto supremo no. 1212, (2012)</p> <p>Eligibility: employees in the private sector</p> <p>Duration: 3 days</p> <p>Coverage: 100% paid by employer</p>	None	<p>Decreto supremo no. 0012, Art. 2</p> <p>Job protection: During pregnancy and 1 year after birth</p> <p>Ley no. 13214, Art. 51d</p> <p>Breastfeeding: subsidy of 200 bolivares per month for breastfeeding a child during the first 12 months of life</p>	
Brazil	<p>Consolidação das Leis do Trabalho – CLT, Art. 392</p> <p>Constitution of the Federal Republic of Brazil (1988), Art. 7 (XVIII)</p> <p>Eligibility: employees with regular work contracts or who contribute to the Social Security Institute (INSS). Leave extends to the spouse in the event of the death of the mother. Single adoptive fathers are entitled to</p>	<p>Temporary Constitutional Provisions Act, Art. 10(II)(b)1</p> <p>Duration: 5 days, which can be taken within 1 month of the birth</p> <p>Coverage: paid by the employer</p>	None	<p>Temporary Constitutional Provisions Act, Art. 10(II)(b)</p> <p>Job protection: during pregnancy and 5 months after birth. Fathers are also protected.</p>	The period of post-natal maternity leave differs for the public and private sectors.

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	<p>maternity leave. One of the partners in same-sex partnerships. In the case of miscarriage or legal abortion (3 causes) the maternity benefit payment is paid for 2 weeks.</p> <p>Duration: 6 months for some public and private sector employers, 4 months for the rest. 6 months in the federal public sector. Entitlement to the additional months with approval of authorities.</p> <p>Coverage: 100% of earnings, paid by social security, with no ceiling. The payment is equivalent to the average of the last 6 months of work (including variable salaries). If the leave in the private sector is extended to 6 months, the benefit during the extra 60 days is paid by the employer with the costs covered by fiscal deductions.</p>	<p>Special case: for workers from public and private companies affiliated to the Corporate Citizen Programme, the leave is extended to 20 days with full compensation for parents who follow a parent coaching program.</p>			
Canada	<p>Employment Insurance Act (1996, amended 2019)</p> <p>Duration: 15-18 weeks (depending on the jurisdiction) at 55% of average insured earnings. Can start to receive benefits as early as 12 weeks before due date.</p> <p>Coverage: paid by social insurance up to a ceiling. Employers pay premiums that are 1.4 times those of employees.</p> <p>Eligibility: 600 hours of continuous employment in the last 52 weeks. Job-protected unpaid leave entitlements vary by jurisdiction.</p> <p>All leave and allowance benefits also apply to adoption.</p>	<p>None, but fathers (or alternate parent) are eligible for parental benefits, some of which is non-transferable.</p>	<p>Employment Insurance Act</p> <p>Standard: up to 40 weeks at 55% benefit rate, but one parent cannot receive more than 35 weeks</p> <p>Extended: up to 69 weeks at 33% benefit rate, but one parents cannot receive more than 61 weeks</p>	<p>Labour Code (amended 2019) Sec. 209</p> <p>Job protection: Must be reinstated in the same or equivalent position with same wages. Employers are forbidden from dismissing or demoting an employee due to their pregnancy or intention to take leave.</p>	<p>Explanatory details available on the Employment and Social Development Canada website.</p> <p>Under the Quebec Parental Insurance Plan, the Canadian province of Quebec is responsible for providing maternity, paternity, parental, and adoption benefits to its residents.</p>
Chile	<p>Código del trabajo (amended 2019). Also in Decreto ley 150</p> <p>Eligibility: all workers that are dependant of an employer, both in the private and public sector, and anyone who is protected under a social security system (Art. 194).</p> <p>Duration: 18 weeks, mandatory: 6 weeks before birth, 12 weeks after</p> <p>Ley no. 20545 (1978), Art. 8</p> <p>Coverage: 100% of average earnings (with a taxable cap), paid by the health insurance institute (employees can choose between a public or private health insurance). For independent (self-employed) workers: 100% of the average earnings based on invoices issued, paid by health insurance.</p>	<p>Código del trabajo, Art. 195</p> <p>Duration: 5 days. Can be taken either consecutively or distributed throughout the first month of life. Same case for adoption.</p> <p>Coverage: full salary paid. In the case of the mother's death during childbirth or after, remaining leave/benefits/protection from dismissal will pass to the father.</p>	<p>Código del trabajo, Art. 197</p> <p>Duration: 12 or 18 additional weeks (depending on whether the mother returns to work for half days or not). Up to 6 of the 12 weeks can be transferred to the other parent as full days, but if the mother decides to take 18 half-days, she can transfer a maximum of 12 half day weeks.</p> <p>Coverage: subsidy set in accordance with rates of pay at a lower rate than the earlier period of leave.</p> <p>Ley no. 19620 (1999)</p> <p>Any worker charged with the care of a minor through adoption or for their protection has the right to postnatal parental leave.</p>	<p>Código de trabajo, Art. 194</p> <p>Job Protection: Protection during pregnancy and 1 year after the end of maternity leave.</p> <p>Maternity, lactation, and breastfeeding are all protected from discrimination</p>	<p>Código del trabajo</p> <p>All leave and allowance benefits are also applied in the case of adoption.</p> <p>Art 194 It is prohibited to request pregnancy tests in the hiring process.</p> <p>Art. 199 Working mothers also have access to leave and allowance in the case of severe illness of children under the age of 1; if both parents work, either may access this (at the mother's choosing)</p> <p>Bill 11993-13, modifying the <i>Código de Trabajo</i></p>

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					<p>All workers will be entitled by law to assist to medical appointments of a newborn until the baby's final breastfeeding control.</p> <p>Bill 11027-13</p> <p>Establishes the right for workers to have a day-nursery paid by their employer, in any office that has 20 or more female officers of any age and civil status.</p> <p>More information of Joint-Responsibility Parenting reforms.</p>
Colombia	<p>Código Sustantivo del Trabajo (Art. 236)</p> <p>Eligibility: All pregnant workers.</p> <p>Duration: 18 weeks of pregnancy leave. In the case of premature birth, the time between the gestational date and the birth will be added to the 18 weeks. In the case of multiple births, 2 weeks will be added to the leave. If the worker doesn't receive the week of leave pre-birth or any of the 17 after, she will have the right to pay that would have been received during those weeks, and to 2 extra weeks of pay in the case of multiple births</p> <p>Coverage: the leave is remunerated at 100% of salary at the start of the leave.</p> <ul style="list-style-type: none"> If not salaried, will receive an amount equivalent to average amount earned in the last year of work or in the whole time if lower. Extends to both public and private sector employees 1 week can be taken before birth (2 if needed for medical reasons) and the remaining 16 or 17 weeks are taken after birth. The leave will be financed 100% through social security (art. 207 of Ley 100 de 1993 Nivel Nacional, art. 3 of Decreto 47 de 2000 Nivel Nacional, art. 2.1.13.1 del Decreto Número 780). 	<p>Código Sustantivo del Trabajo (Art 236)</p> <p>Eligibility: working husbands or partners. All provisions and benefits extended to biological mothers are also available to adopted mothers, or fathers caring for newborns as a result of the mother's sickness or death.</p> <p>Duration: 8 days of leave</p> <p>Coverage: paid in full amount of salary by social security.</p> <ul style="list-style-type: none"> These provisions also exist in the case of adoption or premature birth In case of adoption of a child under the age of 7, the person will be entitled to 6 weeks of leave in the absence of a spouse or partner <p>All provisions and benefits extended to biological mothers are also available to adopted mothers, or fathers caring for newborns as a result of the mother's sickness or death.</p>	None	<p>Código Sustantivo del Trabajo (Art. 239)</p> <p>Job protection: during pregnancy and leave (3 months after birth)</p> <p>Breastfeeding: Protects against dismissal as a result of pregnancy or breastfeeding.</p>	<p>Código Sustantivo del Trabajo (Art. 237)</p> <p>In the case of an abortion, the employee has a the right to take from 2 to 4 weeks of leave, with full salary paid.</p>
Costa Rica	<p>Código de Trabajo (1943, last amended 2016), Art. 95-96</p> <p>Eligibility: Pregnant worker of the public or private sector. Same rights apply to women who adopt.</p>	None	None	<p>Código de Trabajo (Art. 94)</p> <p>Job Protection: Protection during pregnancy and leave, and 1 year</p>	<p>Homosexual women have the same rights to maternity leave as heterosexual women. Homosexual men only enjoy the 3 month paid leave benefit if adopting a child. (same rules Art. 95 y 96 Labour Code, of 27 August</p>

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	<p>Duration: 17 weeks, which includes 1 month before giving birth and 3 months after giving birth. The leave can be extended for another 3 months if there is a valid medical reason for it (Medical complications after or during delivery, postpartum depression...)</p> <p>Benefits: 100% of salary if the person has contributed for 9 or more months / 75% if the person has contributed 6-9 months / 50% if the person has contributed 3-6 months</p> <ul style="list-style-type: none"> This is for the private sector (standard minimum national allowance) - can vary per private sector org & is greater for public service employees 50% by social security / 50% by the employer (private sector) 			<p>afterwards (amount of time for breastfeeding).</p> <p>The rule applies also for adoptions: 3 months of paid leave are given right after the adoption. And 45 days of maternity leave are given to women that suffer spontaneous abortions.</p>	<p>1943 last amended up to Act No. 8886, of 6 December 2016).</p> <p>Act No.7739 issuing the Code of the Childhood and Adolescence of 6 January 1998</p> <ul style="list-style-type: none"> Rights for children -- grants the baby's right to breastfeeding <p>Act No.7735 Ley General de Protección a la Madre Adolescente</p> <ul style="list-style-type: none"> Prevents discrimination in education settings, etc. during adolescent pregnancy, motherhood, breastfeeding
Cuba	<p>Decreto de Ley No. 339 "De la maternidad de La trabajadora" (2017)</p> <p>Eligibility: Working mother (art. 2)</p> <p>Duration: Maternity leave is mandatory before and after birth - 6 weeks prior and 12 weeks after</p> <ul style="list-style-type: none"> In the case of multiple births, prenatal leave extended to 8 weeks If the child passes away as a result of complications during birth or within 4 weeks afterwards, the mother is entitled to a 6 week postnatal leave for recovery Should the child pass away after the 4 weeks, the mother is still entitled to receive paid leave until the end of the normal 12 weeks During pregnancy, worker also has the right to 6 full or 12 half days paid leave for medical care (art 30) <p>Coverage: Covered 100% by social security (art. 3).</p> <ul style="list-style-type: none"> amount received based on salary (100% of salary) and cannot be less than minimum wage in the country (art. 4 y 6) If working 2 jobs, will receive amount for both Payment will be made in three installments: one at the beginning of prenatal leave, one at the beginning of the first 6 weeks of postnatal leave, and the third in the last six weeks of the postnatal leave. Receive economic & social benefit - former is for the mother during leave, latter an additional benefit for the caregiver after the postnatal leave ends and continues for the first year of life (art. 6a & b) 	<p>Decreto de Ley No. 339 "De la maternidad de La trabajadora" Art. 22:</p> <p>If the mother passes away, the father is entitled to the paid postnatal leave, or can choose to transfer these to a grandparent, sibling, or other family member on either side of the family until the child turns one.</p>	<p>Decreto de Ley No. 339 "De la maternidad de La trabajadora", Art. 27:</p> <p>After the mother finishes the 12 week postnatal leave, the family can decide to have the mother, father, or a grandparent care for the child, and they will access a social benefit for the remaining weeks until the child reaches 1 year of age, payable at 60% of their average monthly salary in the 12 months before the child's birth. If no one assumes the care role and the mother returns to work, she can simultaneously collect their salary and the social benefit (equivalent to 60% of the paid maternity leave benefit)</p>	<p>Decreto de Ley No. 339 "De la maternidad de La trabajadora"</p> <p>Job protection duration not specified. Entitled to their job upon the conclusion of the leave (art. 9)</p> <p>Workers who can't remain in their position due to its danger to pregnancy have the right to move job positions and receive 100% of their average salary in the 12 months prior to their move</p> <p>Parents also have the right to one paid hour daily for breastfeeding and 1 day paid leave each month for pediatric care until the child turns 1 (art 31)</p>	<p>Decreto de Ley No. 339 "De la maternidad de La trabajadora"</p> <ul style="list-style-type: none"> If after the child turns 1 the parent can't return to work in order to meet care needs, they can receive 3 months unpaid leave and can use vacation accumulated if they don't return afterwards, the employer can terminate their job <p>If the child is medically certified as sick or has a physical, mental, or sensorial disability, a parent can take an unpaid leave until the child turns 3</p>

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	<ul style="list-style-type: none"> Anyone not meeting work requirements for paid leave can access unpaid leave (9 months - art. 33a) and request additional social support (art. 12) 				
Dominica	<p>Dominica Labour Standards (1977, amended last 1991) & Social Security (Benefit) Regulations (1975, amended last 1991)</p> <p>Eligibility: Every employee who has completed twelve months of continuous employment (DLS art. 17)</p> <p>Duration: 12 weeks - not less than 3 weeks before the date of birth (to be defined by employee) and not more than 9 weeks after the date of birth (DLS art. 19)</p> <ul style="list-style-type: none"> If the birth occurs later than expected, the period of leave after the birth can never be reduced to a period of less than 6 weeks (DLS art 21) Subject to medical practitioner support, maternity benefit may be granted to a woman for a period starting from a date not earlier than 6 weeks and not later than 3 weeks before expected date of birth (SSBR art. 12) <p>Coverage (art 22, SSBR): 60% of salary paid by social security and the rest paid by employer for a maximum of 3 months. Any employee on maternity leave shall be paid by employer a weekly wage no less than one-half of her normal weekly wage for a period of four weeks following the commencement of her maternity leave. Can also receive a maternity grant of \$500 per child (for insured women or spouse of insured man)</p>	None	None	<p>Labour Standards,</p> <p>Job Protection: during pregnancy and 6 months after birth. The employee shall be reinstated in the same position or in a comparable position with not less than the same wages and benefits (Art. 23). Above rights hold in the case of the business being sold, leased, merged, etc. (art 27)</p>	
Dominican Republic	<p>Código de Trabajo (1992)</p> <p>Eligibility: employee; insured women get a portion covered by social security (Art. 236).</p> <p>Duration: 6 weeks prenatal, six weeks postnatal (Art 236). The total duration of the maternity leave must not be less than twelve weeks (Art 237).</p> <p>Coverage: 100% of the salary. If the person is insured, 50% is paid by social security and 50% by the employer (Art 239).</p>	<p>Código de Trabajo, Art. 54</p> <p>Duration: 7 days</p> <p>Coverage: 100% paid by social security when the person has a minimum of 8 months of contributions in the 12 months before the birth. Otherwise, paid by the employer.</p>	None	<p>Código de trabajo,</p> <p>Job protection: during pregnancy and 6 months after birth (Art 233)</p> <p>Breastfeeding: three paid breastfeeding rest periods of 20 minutes during each working day (art. 240).</p>	
Ecuador	<p>Código de Trabajo (2006), Art. 152</p> <p>Eligibility: every working woman.</p> <p>Duration: 12 paid weeks. If multiple births, an additional 10 days provided.</p> <p>Estatuto Codificado del Instituto Ecuatoriano de Seguridad Social (1990) Art. 97</p>	<p>Código de Trabajo, Art. 152</p> <p>Eligibility: working father.</p> <p>Duration: 10 days in the cases of normal labour, and in the cases of multiple births or caesarean it can be extended by 5 days.</p>	<p>Código de Trabajo, Art. 152</p> <p>Eligibility: either parent can apply</p> <p>Duration: additional 9 months leave to take care of the child until he/she is 12 months/old. This is also applicable for adoptive parents.</p> <p>Coverage: non-paid</p>	<p>Código de Trabajo, Art. 152</p> <p>Job protection: while on paternity/maternity leave, as well as during the extended leave if chosen to take.</p>	

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	<p>Coverage: 100% of salary, 75% by social security (Instituto Ecuatoriano de Seguridad Social) and 25% by the employer.</p>	<ul style="list-style-type: none"> When babies are born prematurely, or in special care, an 8-day extension can be given. When the child is born with a disability, or degenerative, terminal or irreversible disease, the father can take up to 25 days of paid paternity leave. In the case where mother would decease, the father would be allowed to use the remaining period of the maternity leave. <p>Estatuto Codificado del Instituto Ecuatoriano de Seguridad Social, Art. 97</p> <p>Coverage: 100% of salary, 75% by social security (Instituto Ecuatoriano de Seguridad Social) and 25% by the employer.</p>		<p>Constitución de la República del Ecuador, Art. 332.</p> <p>Breastfeeding: Employees have the right to receive the necessary conditions for breastfeeding.</p>	
El Salvador	<p>Código del trabajo (1972) Art. 309</p> <p>Eligibility: to have worked with the same employer for at least 6 months prior to the due date.</p> <p>Duration: 16 weeks of maternity leave - 10 must be taken after birth.</p> <ul style="list-style-type: none"> The worker is entitled to additional prenatal leave in the case of illness, and prenatal leave will extend until the birth occurs without reducing the postnatal leave <p>Coverage: the employer is obligated to pay in advance a benefit equivalent to 75% of their salary during maternity leave. The employer can deduct from that sum the money equivalent to what the worker will receive from social security.</p>	<p>Código del trabajo (1972), Art. 29d</p> <p>Duration: 3 days</p> <p>Coverage: 100% paid by the employer, in the case of birth or adoption of a child</p>	None	<p>Código del Trabajo (1972) Art 113</p> <p>Job protection: during pregnancy and up to 6 months after the end of the postnatal leave.</p>	
Grenada	<p>National Insurance (Benefit) (Amendment) Regulations (2006).</p> <p>Eligibility: insured for no less than 30 contribution weeks and engaged in employment during at least 20 contribution weeks in the period of thirty contribution weeks immediately preceding the beginning of maternity leave (Sec. 11).</p> <p>Duration: maternity leave starts no earlier than six weeks before the expected due date, and continuing until the expiration of 12 weeks, or 6 weeks after labour, whichever is later (Sec. 12).</p> <p>Act No. 14 of 1999, Sec. 61</p>	None	None	<p>Act No. 14 of 1999, Sec. 67</p> <p>Job Protection: An employer who terminates the employment of an employee because she is pregnant commits an offence and the burden of proving that the employment was not terminated because of pregnancy shall be on the employer</p>	

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	<p>Coverage: in the case of monthly employees, a minimum amount of 40% of 2 monthly wages. For employees who are paid weekly or biweekly, a minimum amount of 40% of 1/5 of the wages earned in the 12 months prior to the start of the leave period. 60% paid by social security and 40% by the employer</p>				
Guatemala	<p>Código de Trabajo (1995), Art. 152</p> <p>Eligibility: Employed women. Duration: 30 prenatal and 54 postnatal (84 days/12 weeks total). Any leave not taken before birth will be added to postnatal leave. In the case of a miscarriage or premature nonviable birth, leave period will be half. Full postnatal leave provisions available to a mother who adopts a child</p> <p>Reglamento sobre Protección Relativa a Enfermedad y Maternidad (1967), Arts. 25-26</p> <p>Coverage: 100% of salary paid by social security. If the worker doesn't have IGSS provisions, she has the right to be paid by the employer for leave (Código del Trabajo art. 152b).</p>	<p>Código del trabajo, Art 61</p> <p>Duration: 2 days leave Coverage: 100% salary, paid by the employer</p>	None	<p>Código del trabajo,</p> <p>Job protection: during pregnancy and lactation period. Employers are prohibited from demanding employees to execute tasks requiring considerable physical effort three months prior to the delivery date (Art. 151).</p> <p>Breastfeeding: half an hour paid rest, two times a day for breastfeeding (Art. 153).</p>	
Guyana	<p>National Insurance and Social Security Regulations (1969, last amended 1997)</p> <p>Eligibility: Insured person meeting the requirements in Art 28 a and b. Duration: 6 weeks prenatal, 6 weeks postnatal. Given the circumstances, the leave may be extended, but it cannot exceed the 26 weeks (Art. 29). Coverage: 70% of the average salary (Art 30). Maternity grant of 2,000 dollars will be available to insured person meeting the requirements in Art 28 a and b, or uninsured person whose spouse has met the requirements.</p>	None	None	<p>Prevention of Discrimination Act (1997), Secs. 4-5: Job Protection: employee's continuous employment shall not be treated as interrupted if the employee is absent from work due to maternity leave.</p>	
Haiti	<p>Executive Decree (2005), Art. 121</p> <p>Duration: 12 weeks: 2 prenatal and 10 weeks postnatal Code du travail, (1961, amended 1984), Chp. VII</p> <p>Coverage: 100% of earnings, paid by the Work Accident Insurance Office, so long as the woman is registered</p>	<p>Executive Decree, Art. 122</p> <p>Duration: 5 days</p>	None	<p>Code du travail, Art. 330</p> <p>Job protection: against discrimination because of pregnancy or breastfeeding</p>	
Honduras	<p>Reglamento de Aplicación de la Ley del Seguro Social, Art. 67</p> <p>Eligibility: 100% by employer if the worker isn't covered by social security.</p>	None	None	<p>Código de trabajo, Art. 124</p> <p>Job protection: during pregnancy and 3 months after birth</p>	<p>Ley de Igualdad de Oportunidades para la Mujer (2000) Art. 54: In the case of adoption of a child under 5, women workers have the right to the same leave.</p>

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	<p>Código de trabajo (1959), Art. 135</p> <p>Duration: mandatory leave of 4 weeks prenatal and 6 weeks postnatal. However, the Reglamento de Aplicación de la Ley del Seguro Social art. 68 provides for 6 weeks before and 6 after. Pre-natal benefits cannot be transferred postnatal if the child is born earlier than declared due date. 2-4 weeks in case of miscarriage or nonviable premature birth of (Código de Trabajo art. 136).</p> <p>Reglamento de Aplicación de la Ley del Seguro Social, Art. 67</p> <p>Coverage: 100% combined - 66% by social security and the rest by the employer to equal full salary.</p>				
Jamaica	<p>The Maternity Leave Act (1979), Sec. 3, 5</p> <p>Eligibility: 52 weeks of continuous employment before the leave</p> <p>Duration: 12 weeks per pregnancy. Up to an additional 14 weeks can be granted, with a medical certificate, should the health of the mother or baby require it. If more time than this is needed, a further medical certification is required. Maximum of 3 leaves for pregnancies per employer.</p> <p>Coverage: the employer pays the first 8 weeks of maternity leave.</p>	None	None	<p>Maternity Leave Act, Sec. 4, 7</p> <p>Job protection: guaranteed in the same capacity and place, doing work of the same nature, retaining the same terms and conditions.</p>	
Mexico	<p>Ley Federal del Trabajo (1970, last amended 2019) Art. 170</p> <p>Eligibility: at least 30 weeks of contributions to social security in the 12 months prior.</p> <p>Duration: 12 weeks of mandatory leave: 2-6 weeks pre-natal, 6-10 weeks post-natal. 6 weeks of paid leave for mothers who have adopted a child.</p> <p>Ley del Seguro Social (1995 last amended 2019), Arts. 101 y 103</p> <p>Coverage: 100% of earnings, fully covered by social insurance if the employee is insured. (The employer must pay 100% if the employee does not meet the eligibility requirements).</p>	<p>Ley Federal del Trabajo Art. 132, XXVII Bis.</p> <p>Duration: 5 days</p> <p>Coverage: 100% of earnings, paid by the employer. It can be extended in cases of serious illness or death of the mother. Applies to adoptive fathers as well.</p>	None	<p>Ley Federal del Trabajo</p> <p>Job Protection: Prohibited to dismiss an employee for being pregnant, changing marital status, or childcare arrangements. Since 2012 it is illegal for employers to request "certificates of not being pregnant" (Art. 133)</p> <p>Breastfeeding: 2 30-minute paid breastfeeding breaks per day until the baby is 6 months (Art 995).</p>	<ul style="list-style-type: none"> • Same-sex parents are not currently eligible for maternity leave but a recent Supreme court ruling determined they can benefit from it. • Many public agencies and academic institutions grant longer periods of paid paternity leave
Nicaragua	<p>Ley de seguridad social (2005), Art. 88</p> <p>Eligibility: 16 contributions in the last 39 weeks before expected date of birth.</p> <p>Código de trabajo (1996), Art. 141</p> <p>Duration: 12 weeks, mandatory: 4 prenatal, 8 weeks postnatal. Postnatal leave extends to 10 weeks in the case of multiple births. If the birth is early, any unused prenatal weeks are added to postnatal weeks. In the case of miscarriage, a nonviable birth, or other abnormality,</p>	<p>Código de familia, Art. 79, 261</p> <p>Eligibility:</p> <p>Duration: 5 days when their parent gives birth, or in the case of adoption (regardless of age).</p> <p>Coverage: paid.</p> <p>If the adopting parent is a single father, he has the right to the same provisions as the maternity leave (12 weeks)</p>	None	<p>Código de trabajo, Art. 144</p> <p>Job protection: during pregnancy and pre and postnatal leave</p>	<ul style="list-style-type: none"> • During the first 6 months of their child's life, mothers are also entitled to a subsidy for breastfeeding • Can be transferred to the father or other caregiver if the mother dies <p>Further details available on the Nicaraguan Institute of Social Security website</p>

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	<p>the worker has the right to paid leave in accordance with medical certification requirements. Código de familia, ley no. 870 (2014), Art. 261 In the case of adoption, the mother has the right to a leave of 12 weeks regardless of the age of the child adopted Ley de seguridad social (2005), Art. 88 Coverage: 100% of average salary: paid weekly 60% by social security, 40% by the employer</p>				
Panama	<p>Labour Code (1995), Art 107 Eligibility: all female workers. Those who are insured receive a portion from social security, the uninsured receive all of it from the employer. Duration: 6 weeks of leave pre-natal; 8 months post-natal Coverage: 100% of salary. The employer will cover the difference after the subsidy given by the government through the Fund for Social Security. If the employee is not covered under the Fund for Social Security, the employer will have to pay the entirety of the subsidy.</p>	<p>Law #27 of May 23, 2017; art. 1 and 3 Eligibility: Private and public sector workers (Art. 1) Duration: 3 days (Art. 3) Coverage: 100% salary, paid by the employer (Art. 1)</p>	None	<p>Labour Code Job Protection: against unjustified firing (Art. 106) Breastfeeding: 15 minutes every 3 hours, or if preferred, 30 minutes 2 times a day during work hours to feed her child. That time will be accounted as effective work hours (Art. 114).</p>	
Paraguay	<p>Ley (no. 5508), Promoción, protección de la maternidad y apoyo a la lactancia materna Eligibility: All workers (Art. 11) Duration: 18 weeks of leave. It can start 2 weeks before birth. In case of multiple births, the leave will increase by a month for each child beginning with the second. In the case of premature birth or if the child is under 2000 grams or has congenital illnesses, the leave will be 24 weeks (Art 11 and 20). In the case of adoption, the mother will have the right to access maternity leave of 18 weeks if the child is younger than 6 months and 12 weeks if they're older than 6 months Coverage: 100% of the salary by social security. If the employer isn't registered with social security, they become responsible for paying this amount (Art 12)</p>	<p>Ley (no. 5508), Promoción, protección de la maternidad y apoyo a la lactancia materna, Art. 13 Eligibility: All workers Duration: 14 days Coverage: full salary, paid by the employer. If the mother dies during or after birth, the maternity leave will transfer to the father or another designated family member to care for the child.</p>	None	<p>Ley (no. 5508), Promoción, protección de la maternidad y apoyo a la lactancia materna, Art 15 Job protection: during pregnancy and leave - including in the case of adoption and during breastfeeding - up to 1 year after the birth or adoption of a child Breastfeeding: Women will have 90 minutes a day (paid) as breastfeeding leave during the first six months of the child's life after returning to work. This can extend to from 7-24 months of 60-minute leave with medical indication. In case of multiple births, this increases by 60 additional minutes a day</p>	
Peru	<p>Ley Núm. 26790 de 1990, Art. 12 Eligibility: 3 consecutive months of contributions, or 4 non-consecutive months to the <i>Seguro Social de Salud</i> during the last 6 months. Ley Núm. 30367 de 2015, Art. 1 Duration: 14 weeks: 49 days of prenatal, 49 days postnatal.</p>	<p>Decreto Supremo 014-2010-TR, Arts. 3 y 4 Eligibility: Both private and public workers Duration: 10 working days Coverage: 100% of salary paid by social security.</p>	None	<p>Ley Núm. 30367 de 2015, Art. 1 Job protection: During pregnancy and 3 months after birth.</p>	

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	<p>Ley Núm. 26790 de 1990, Art. 12</p> <p>Coverage: 100%, paid for by social security. Maternity subsidy is given for a total of 98 days. It should usually start 49 days prior to the due date. This subsidy could be extended for up to 30 days should it be a multiple birth or a child with special needs.</p>				
Saint Kitts and Nevis	<p>The Protection of Employment Act (1986, last amended 2013), Art. 35-39</p> <p>Eligibility: contributed for the required time to the Social Security Board and worked for the employer for not less than 150 days within the period of one year. If benefit cannot be paid through Social Security Act, the employer will pay it at the same rate.</p> <p>Duration: 13 weeks maternity leave, at least 2 weeks prenatal and 6 weeks postnatal. In the case of illness arising out of the pregnancy or birth, entitled to an additional period of leave not exceeding 3 months. Leave can begin as early as 6 weeks before expected date of birth or as late as the date of birth.</p> <p>Social Security Act - Social Security (Benefits) Regulations (articles 16-21)</p> <p>Coverage: maternity allowance paid weekly and calculated at 65% of weekly wages (paid entirely by social security unless the employee isn't insured).</p>	None	None	<p>Protection of Employment Act, Art. 11, 38, 39</p> <p>Job protection: during maternity leave, by reason of pregnancy, birth, or any consequent illness (art. 38, 39)</p> <p>Termination of employment due to a birth out of wedlock, marital status, or family responsibilities (among others) also prohibited.</p>	<p>Maternity Benefit</p> <p>Mothers also entitled to a lump sum maternity grant (\$450 EC for each child born)</p> <p>Grant is to help meet some expenses when having a baby and is paid based on contributions of an insured woman or contributions of the insured husband of a woman (common law does not apply)</p>
Saint Lucia	<p>National Insurance Corporation Act (2005)</p> <p>Eligibility: recipient must have been in insurable employment prior to the claim, made contributions for 7/10 months before the month before the birth (Art 40).</p> <p>Labour Code - division 2, articles 284-302 & later amendments (2011)</p> <p>Duration: no less than 13 weeks, 6 weeks prenatal and 6 weeks postnatal (though the employee can return earlier if she wants). Employee can postpone return to work for a total of 60 days without pay in the case of medical practitioner certifying disease, physical or mental disablement arising out of or connected with pregnancy for her or newborn child.</p> <p>National Insurance Corporation Act (2005)</p> <p>Coverage: rate of the allowance is 65% of average insurable earnings of 10 months prior to month of confinement, paid monthly by cheque (Art 42). The allowance covers three months. It is not transferable should the entitled woman die.</p>	None	None	<p>Labour Code</p> <p>Job protection: Employers cannot dismiss an employee based on maternity leave or benefits, pregnancy, or a reason connected with her pregnancy (Art 131).</p> <p>Right to return to the same job is guaranteed for an employee being in the same position for at least 12 months, or 100 days in a 12-month period if employed in daily, part time, or seasonal work. An employee who has worked for less than that can take 6-week unpaid maternity leave, and keep her right to return to work</p>	<p>Maternity grant of \$600 paid once pregnancy has lasted at least 28 weeks and paid per child</p> <p>Other sources on benefit provisions: http://stlucianic.org/download/get/nic-brochure-2-maternity-web/130/ http://stlucianic.org/benefits/short-term/maternity-benefit/ http://stlucianic.org/benefits/short-term/maternity-grant/</p>

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Saint Vincent and the Grenadines	<p>National Insurance (Benefits) Regulations (Art. 17-25)</p> <p>Eligibility: pregnant women between the ages of 16 & pensionable age who have been employed for at least 30 contribution weeks (7 months) and paid at least 20 weekly contributions before date of claim.</p> <p>Duration: Period starts not earlier than 6 weeks before due date and continues until expiry of 13 weeks. If the woman is unable to work after pregnancy, she will have access to sickness benefit in the same regulations.</p> <p>Coverage: 65% of average weekly wages for a maximum of 13 consecutive weeks, paid weekly. If the insured receives full pay from her employer during period of absence, the employer will directly receive the amount of the maternity benefit.</p>	None	None	<p>Protection of Employment Act, Art. 16</p> <p>Job Protection: Prohibited to terminate employee based on pregnancy or absence from work for maternity leave.</p>	<p>National Insurance (Benefits) Regulations (Art. 17-25)</p> <p>Individuals who have met contribution requirements for maternity leave, or whose spouse/common law partner (of at least 3 years) has, is eligible for maternity grant single lump sum payment of \$660 for each child</p>
Suriname	<p>Houdende bepaling en met betrekking tot de bescherming van het gezin in het kader van arbeid (Wet Arbeidsbescherming gezin) [Family Employment Protection Act] (June 2019)</p> <ul style="list-style-type: none"> 16 weeks, paid 	<p>Family Employment Protection Act, Art. 4</p> <ul style="list-style-type: none"> 8 days paid, to be divided as follows: 1 day on the birth day; 3 days following the delivery; 2 days immediately after the end of maternity leave; and 2 days to be taken in the first 4 months after the birth, in consultation with the employer. The father or a family member is entitled to special leave Art. 4.2 notes that the father is entitled but also bears the obligation to take paternity leave. 		<p>An employee who has been on maternity leave is entitled to return to work in the same or an equivalent position and with the same pay and provisions. (Article 7 section 3)</p>	<p>The Fund (Fund for Parental Leave Benefits) has the task of ensuring the continued payment of wages in connection with the granting of maternity, maternity and paternity leave to employees.</p> <p>Family Employment Protection Act, Art 12, sec 4</p> <p>A leave for adoption is only available in the case of newborn children, because their health depends on the presence and care of a mother and / or father figure. In the case of an intended adoption of a child younger than 18 (eighteen) months, the adoptive mother is entitled to paid leave equal to 6 (six) weeks from the start of the legally permitted actual stay of the child in the mother's household.</p> <p>In the case of an intended adoption of a child younger than 18 (eighteen) months, the adoptive father is entitled to a minimum of 5 (five) working days of paid paternity leave within the first 4 (four) months from the start of the legally permitted actual stay of the child in the father's household.</p>

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Trinidad and Tobago	<p>Maternity Protection Act (1998, amended 2012)</p> <p>Eligibility: Employed for at least 12 months. Must inform employer, in writing, of intention to return (Section 8).</p> <p>Duration: 14 weeks, of which up to 6 can be prenatal (Section 9). If unable to return on scheduled date, the individual must submit to her employer a certificate saying unable to return “by reason of disease or bodily or mental impairment” (Sec 10). This extension can last up to 12 additional weeks and must include written notice to employer of new date of return. Generally, under this extension the employee receives half pay for the first six weeks and no pay for the last six weeks.</p> <p>Coverage (Section 9.2-9.4): employee is entitled to one-month full leave with full pay, and 2 month’s leave with half pay. If pay from employer and amount in maternity benefits under National Insurance is less than her full salary during the period, the employer will pay the difference. If the employer failed to properly do national insurance, they must pay the whole amount. Employee has the right for only one paid maternity leave every 2 years.</p>	None	None	<p>Maternity Protection Act, Sec. 7C</p> <p>Job Protection: Entitled to return to the same position after maternity leave</p>	<p>National Insurance Act, Sec. 46 – 1971, last amended 2013</p> <p>Special maternity grant: a lump sum payment paid in the case of the pregnancy or confinement of the spouse of an insured man where the spouse of an insured man where the spouse would not otherwise qualify for maternity benefit.</p>
United States	See the Act under “Parental leave,” applicable to eligible female and male employees	See the Act under “Parental leave,” applicable to eligible female and male employees	<p>The Family and Medical Leave Act (1993), Sec. 825.120, 825.121</p> <p>Eligibility: Those working for employers with 50 or more employees, who have worked there for at least a year with at least 1,250 hours during that year</p> <p>Duration: 12 weeks of job-protected leave for specified reasons including pregnancy or birth, and adoption or foster care</p> <p>Coverage: non-paid</p>	<p>Pregnancy Discrimination Act (1976, amended Title VII of the Civil Rights Act of 1964)</p> <p>Job Protection: against discrimination due to pregnancy.</p>	Certain U.S. states provide maternity leave benefits.
Uruguay	<p>Ley Núm. 19.161 (2013)</p> <p>Eligibility (Art 1)</p> <ol style="list-style-type: none"> Dependent workers in the private sector Non-dependent workers whose activities are covered by the Bank of Social Provision Small business owners (titulares de empresas monotributistas) Workers who, after being fired, remained pregnant during the time stipulated for the coverage of the subsidy. 	<p>Ley Núm. 19.161</p> <p>Eligibility (Art 7): Individuals who have the right to subsidy for paternity leave:</p> <ol style="list-style-type: none"> Dependent workers in the private sector Non-dependent workers whose activities are covered by the Bank of Social Provision Small business owners (titulares de empresas monotributistas) 	<p>Ley Núm. 19.161</p> <p>Eligibility: beneficiaries from art. 1 and 7 will have a subsidy for the care of the newborn, which could be used by either or both parents after the end of the maternity leave (Art 12).</p> <p>Duration: this paternal leave will last until the newborn is six months old</p> <p>Coverage: the remuneration will be equal to that stipulated in Art. 6 and 9.</p>	<p>Ley 11.577</p> <p>Job Protection: the worker is protected against being fired for her pregnancy. If she was fired, the patron will have to pay six months of salary on top of the corresponding legal compensation (Art. 17).</p>	

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	<p>Duration (Art 2): 6 weeks prenatal, 8 weeks postnatal. In no case will the period of rest be less than 14 weeks. If the delivery date is before, rest will take effect immediately, and the leave will last until the 14 weeks are over. If the delivery date is later than expected, the corresponding eight weeks after the delivery will remain untouched (Art.4 and 5)</p> <p>Coverage: if the beneficiary was a dependent worker, she would receive the monthly or daily average of salary, plus a portion of the corresponding annual complementary salary, plus vacation salary (Art 6). If it was a non-dependent worker, the salary will be the monthly average of earnings for the last 12 months. Entirely government-funded (Art 19). The subsidies are given by the Bank of Social Provision.</p>	<p>d) Workers who, after being fired, remained pregnant during the time stipulated for the coverage of the subsidy.</p> <p>Duration (Art. 9): a maximum of 10 continuous days.</p> <p>Coverage (Art 9): if the beneficiary was a dependent worker, he would receive the monthly or daily average of salary. If he was a non-dependent worker, the salary will be the average of earnings for the last 12 months.</p>			
Venezuela	<p><u>Ley (no. 6.076) orgánica del trabajo, los trabajadores y las trabajadoras</u> (2012)</p> <p>Eligibility: all workers</p> <p>Duration: 26 weeks total: 6 weeks before and 20 after birth (Art. 336). Same leave granted when adopting a child under the age of three (Art. 340).</p> <p>Coverage: 100% salary paid by social security.</p>	<p><u>Ley (no. 6.076) orgánica del trabajo, los trabajadores y las trabajadoras</u> (Art 339)</p> <p>Eligibility: all workers</p> <p>Duration: 14 days (including in the case of adoption).</p> <p>Coverage: 100% of salary paid by social security.</p>	None	<p><u>Ley (no. 6.076) orgánica del trabajo, los trabajadores y las trabajadoras</u> Art 335</p> <p>Job protection: Mothers and fathers are protected during pregnancy and for 2 years after birth. Same applies for adoption of a child under 3.</p>	<p><u>Ley (no. 6.076) orgánica del trabajo, los trabajadores y las trabajadoras</u></p> <p>Employers are prohibited from requesting pregnancy tests, or ask questions about pregnancy, in the hiring process (Art. 332).</p>