

# MATERNITY LEAVE

## What is Maternity Leave?

Maternity leave is a period of approved absence of a parent for bonding and taking care of infant children.



Research suggests that when leave is paid, take-up rates are higher among low-income and disadvantaged families than when it is unpaid, which enables more families to benefit from it.

Studies indicate health benefits of maternity leave for children and mothers, such as:

- decreased incidence of low birthweight and preterm births
- increased breast-feeding
- reduced rates of hospitalizations among infants
- improved maternal health

## Maternity Leave Federal Law

The United States **has no federal paid family leave legislation** (PFL).

The Family and Medical Leave Act of 1993 (FMLA) enables eligible individuals in the U.S. to take up to 12 weeks of unpaid, job-protected leave during (and after) pregnancy, without risking their jobs.

Six states and the District of Columbia have passed PFL policies, and the issue has been receiving attention at both state and federal levels in recent years.

## New York State Paid Family Leave Program

From 2018, workers can take up to 12 weeks of paid time to take care of a new child.

Employees can receive 50% of their average weekly wage while on paid family leave, going up to 67% in 2021.

Employees will be eligible for paid leave benefits after working full-time for their employer for 26 weeks, or part-time for 175 days.



## International Maternity Leave Laws

Australia and UK offer **52 weeks** of paid maternity leave.

India approves 26 weeks of paid maternity leave.

Brazil, South Africa, and Canada pay 17 weeks of maternity leave.

Singapore and France allocate 16 paid weeks of maternity leave.

China pays **14 weeks** of maternity leave.



## References

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## Contact

Mariana Negrila AGNP-BC  
Email address:  
Mary4mn@aol.com  
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