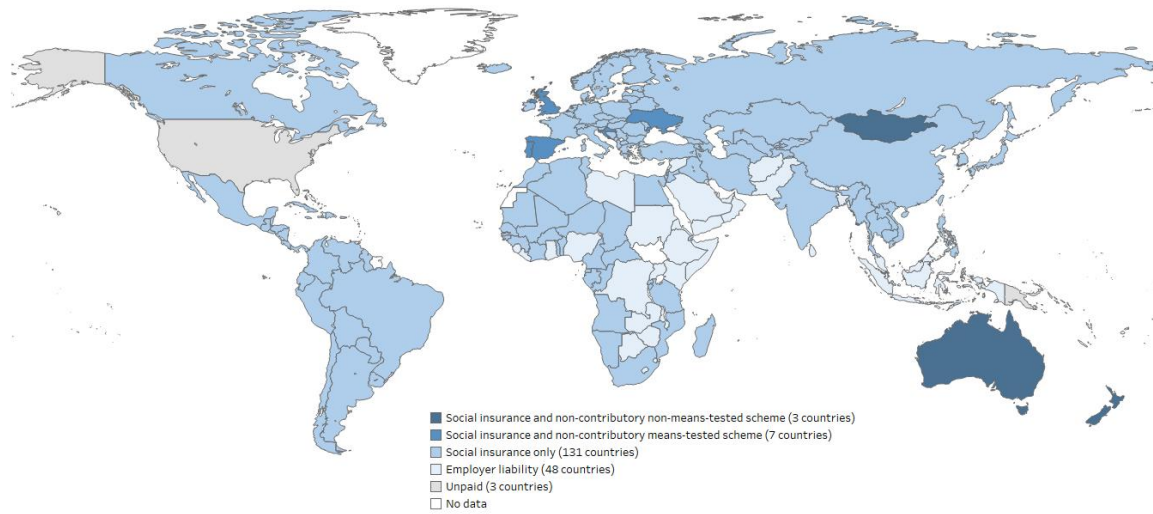


**Figure 3.3 Maternity cash benefit schemes, by type of scheme, 2015–16**



Note: In the United States there is no national programme. Under the Family and Medical Leave Act, 1993, maternity leave is unpaid as a general rule; however, subject to certain conditions accrued paid leave (such as vacation leave, personal leave, medical or sick leave, or paid medical leave) may be used to cover some or all of the leave to which a woman is entitled under the Act. A cash benefit may be provided at the state level. Additionally, employers may offer paid maternity leave as a job benefit. Figures in brackets refer to the number of countries in each category.

Sources: ILO, World Social Protection Database; ISSA/SSA, Social Security Programs Throughout the World. See also Annex IV, table B.5.