The National Maternity Entitlement Survey was conducted in seven Nigerian states and interviewed 2,111 working mothers, 396 HR and administrative representatives, conducted 73 key informant interviews, and 40 focus group discussions among employees and employers. Data collection included organizational analyses, key informants, focus group discussions, in-depth interviews, and quantitative interviews.

Why do women return from maternity leave early?

- Financial insecurity
- Career development concerns
- Marriage certificate requirements
- Women in the informal sector without flexibility or support

However, only 30% of women take their entire maternity leave currently granted by legislation and/or employers.

How can Nigeria’s maternity entitlements be improved: (We asked working mothers)

- Longer maternity leave: 18%
- Breastfeeding breaks: 19%
- Reduced hours while breastfeeding: 28%
- Availability of creches: 34%
- Paid maternity leave: 20%
- Clean and comfortable breastfeeding rooms: 19%

72% of women are in favor of extending national maternity leave policy from three months to six.

How can Nigeria’s maternity entitlements be improved: (We asked working mothers)

Only 9% of organizations had a workplace breastfeeding policy.

Only 1.5% of public sector and 23% of private sector organizations provide creches or daycare.

100% of organizations were supportive of implementing breastfeeding friendly workplace programs.

Key actions policymakers, government entities, and employers can take to support women

**Policymakers**
- Advocate for and support legislation that enable women to take advantage of sufficient and paid maternity leave.
- Promote policies that support mothers and fathers after they return to work.

**Government Entities**
- Develop monitoring and enforcement mechanisms to ensure organizations offer consistent benefits.
- Engage with informal sector to create supportive environments for women.
- Require organizations to educate and inform employees about all policies and benefits.

**Employers**
- Ensure consistency with national and state policies.
- Offer private breastfeeding rooms, flexible hours, and breastfeeding breaks within official policies.

The National Maternity Entitlement Survey was conducted in seven Nigerian states and interviewed 2,111 working mothers, 396 HR and administrative representatives, conducted 73 key informant interviews, and 40 focus group discussions among employees and employers. Data collection included organizational analyses, key informants, focus group discussions, in-depth interviews, and quantitative interviews.