



**WORLD Policy
Analysis Center**

Adult Labor

Public Use Data Dictionary



ADULT LABOR PUBLIC USE DATA DICTIONARY

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ABOUT THE DATA

OVERVIEW OF ORGANIZATIONS

The WORLD Policy Analysis Center has collected and analyzed information on laws and policies relevant to human health, wellbeing, and equality in the following areas: child marriage, education, income, discrimination, work-family, equality, health, disability, child labor, as well as social, economic, civil and political rights.

In creating this dataset, our goal was to ensure the accuracy and timeliness of the data we present. We look forward to receiving feedback from data users if they believe that any individual countries have been placed in the wrong category. If you are aware of an error in our data, please contact us at world@ph.ucla.edu to report the error. Please provide a link to the relevant law from which the information can be verified.

BUILDING THE DATA CENTER

We examine constitutional and legal provisions as they set a foundation for citizens' rights and are a first step toward improving outcomes. Across countries, having laws on paper does make a difference in practice. Laws and constitutional rights lead to change by shaping public attitudes, encouraging government follow-through with inspections and implementation, and enabling court action for enforcement. Even when local enforcement is inadequate, laws may still have an impact by shaping the terms of political debate and providing levers for civil society advocates. Laws are a mechanism by which power can be democratically redistributed, changes in institutions can be created to ensure greater fairness, and a social floor guaranteeing minimum humane conditions can be established.

When determining the laws, rights, and policies that should be included in the data center, we gave priority to policies that are supported in two ways: with research evidence on their importance to human development, health, or well-being in a variety of geographic, social, and economic circumstances; and with widespread global consensus on their value. If a policy mattered only under a very particular set of circumstances, it was unlikely to make our list.

DATA SOURCES

In selecting data sources to analyze, we had several priorities. Did the source provide primary data on the question we were looking for? For example, if we were looking for information about minimum age of marriage laws, we would always prefer to read the laws themselves (a primary source) rather than a secondary summary or description of them. Primary sources allowed us to better understand the law or policy and helped us avoid errors that might have been introduced in the secondary sources. Working with primary sources also had the advantage of enabling us to provide links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. Documents were reviewed in their original language or in a translation into one of the UN's official languages.

When legislation was not available, either because it had not been collected or because we were examining areas that are often not legislated, such as education policy, we gave priority to country reports on their policies submitted to international organizations. We recognize the limitations of country reports, primarily that countries may claim to be doing more than they in fact are in order to cast a more favorable light on their approach, but this limitation is partially mitigated by countries' awareness that nongovernmental organizations and experts will have the opportunity to make recorded comments on the accuracy of many reports to the UN that are linked to international agreements. We turned to official country reports for two reasons. First, as we reviewed the reports, it became clear that many countries do acknowledge gaps in their laws, policies, and programs. For example, many countries that charge tuition for education acknowledge this in their reports to the International Bureau of Education. Second, we saw them as a source for initial mapping that national governments, having filed the reports themselves, would find valid.

Although we used primary data and global sources whenever possible, we also used secondary sources when information was unclear or lacking on particular countries, or when a substantial number of countries were missing even from the most comprehensive sources. In choosing these secondary sources, we gave priority to those that were comparable across multiple countries, such as regional sources. When we were using information sources that covered a limited number of countries, we aimed to ensure that the information they contained could be made consistent with our other sources.

CODING FRAMEWORKS

Conceptually, frameworks had to be developed that allowed the comparison of laws and policies across all the world's countries, even when there was a great deal of variation in the approach taken by individual nations. Questions that originally seemed simple to answer across all countries rarely were. For instance, countries do not simply prohibit or allow child labor below a certain age; many permit work below the minimum age in certain industries or under specific conditions. Once children are allowed to work, there is a range of legislation addressing when they can work, for how long, and under what conditions. As another example, we originally thought that the minimum wage could be captured by a few currency figures. However, we found enormous variation in everything from how the minimum wage was set to how it was determined, and whether and when it was increased to who was exempted. Despite this complexity, the minimum wage was straightforward compared to analyzing a question about equal rights in constitutions. What domains should constitutions cover in providing equal rights? Does it matter if they have a general equal-protection clause but do not spell out specific groups? Which named groups should be captured, and how can this be done consistently? As well, citizens are rarely simply denied or granted certain rights; these rights are subject to provisions regarding whether they can be denied under certain circumstances, whether the nation guarantees the right or just aspires to it, whether positive action can be taken for certain populations, and whether citizens are permitted to defend the right in court, among others.

In developing analytic approaches for each policy area, we began with the essential features, based in intrinsic characteristics of the policy or law, research evidence on important features, and global agreement where it existed. For example, in the case of child labor, international agreements and the evidence base distinguish light work from general employment and hazardous work. In the case of equal rights in constitutions, international agreements have forged consensus on the importance of equal rights across a wide range of features, including gender, ethnicity, and disability, among others; they also underscore the importance of equal rights in social and economic, as well as civil and political, areas.

After determining a set of key features, research analysts read laws and policies from 20 to 30 countries to develop closed-ended categories according to which these features could be coded while capturing the full variety of approaches taken by countries. They then tested this coding system on an additional 10 to 20 nations before implementing it for all countries.

Our priority was to ensure that the richness and variety of approaches that different countries took were well captured. At times, research teams would have already analyzed 60 to 80 countries before coming across a single country whose approach to a particular problem was different enough in important ways that it could not be adequately captured within the coding scheme. In these cases, the coding scheme was revised to add the elements necessary to capture new features of legislation and policymaking that had presented themselves. All previously coded nations were reviewed to determine whether the revised coding system would alter how they were analyzed. In other words, the new coding system, better adapted to the full variety of approaches nations around the world take, was applied to all countries in the end.

The data sources available contained systematic information on legislation and policies but not on implementation. To ensure consistent approaches across countries, reports that contained comprehensive information on policies but only limited incidental information on implementation were coded only for policies. Obtaining systematic sources of information on implementation should be a pressing priority for global organizations.

CODING PROCESS

Coding is the process by which an individual researcher takes a piece of information in legislation, policy, or constitutions and translates it into a set of features that can be mapped, quantitatively analyzed, and readily understood and shared. For example, a researcher would review many pieces of labor legislation and use them to answer such questions as the following: At what age can children or youth engage in hazardous work? How many hours are they permitted to work per day or per week? To capture this information as reliably as possible, coding was carried out whenever feasible by team members fluent in the relevant language of the original documents or in the language into which it had been translated.

Although the coding was designed to be as straightforward as possible to increase reliability, some questions required judgment calls. To make our approach transparent and consistent, the rules for making these judgments were captured systematically in a codebook used by everyone involved in the particular database.

Policies, laws, constitutions, reports, and secondary sources were coded independently twice, and the results of each coding were compared to minimize human error. Where there was disagreement due to human error and the answer was straightforward, the coding was corrected. Where researchers arrived at different conclusions based on judgment, the two researchers discussed the best answer on the basis of coding guidelines and coded their consensus answer. Where they did not agree, a team meeting was called to determine the best way to proceed.

ACCURACY, ANALYSIS, AND UPDATING

Nations that were outliers on particular policies were verified using external sources whenever possible. We recognize that even with all the efforts to provide information that is as accurate as possible, errors are nearly inevitable. The UN and other sources we used may not always have the most up-to-date legislation where primary data were used. Any error or omission in national reports that we used will also be reflected in our data. Finally, even with the double coding, the research team can make errors. We look forward to receiving feedback from readers if they believe that any individual countries have been placed in the wrong category. We will update country reports in our databases when we receive new primary sources of legislation or policy, indicating that changes should be made.

NATIONAL AND SUBNATIONAL LEVELS

The WORLD Policy Analysis Center databases focus largely on the national level. However, in federal systems, states or provinces may legislate a variety of areas. In some cases, omitting subnational legislation is not a significant omission—in China, for example, laws can be passed by provinces as well as the national government, but most legislation is in fact passed nationally. In other countries, like the United States, legislation may be equally passed by the federal government and by states, but historically, once most states have had guarantees, these have typically become federal. However, in other federal contexts, like Canada, federal and provincial jurisdictions are quite distinct. Many social policies are under the jurisdiction only of provinces. In this case, not having subnational information is a greater omission.

Initial data analysis has focused on national-level law and policy collected by the UN and other global organizations. In the future, we hope that a team will be able to analyze information about state/provincial policies and laws in all federal systems for each area.

THE ADULT LABOR DATABASE

The WORLD Policy Analysis Center created the Adult Labor Database through a systematic review of labor legislation, complemented by information from secondary sources. This data reflects laws in place as of April 2015, supplemented with detailed data on OECD countries as of September 2016 and other known policy changes that have occurred since then. The primary sources of information were national labor and social security laws. The full-text copies of these laws, in addition to the corresponding information on their history of amendment and repeal,

were located mainly through the International Labour Organization (ILO)'s NATLEX database, as well as through other trustworthy sources such as the ILO's Working Conditions Laws Database, TRAVAIL. When full-text labor legislation was not available through NATLEX or TRAVAIL, researchers located this legislation through official country websites, as well as other sources, such as the World Bank's Women, Business and the Law, Lexadin, and the World Legal Information Institute. In some cases, hard copies of legislation were obtained from libraries such as the Swiss Institute for Comparative Law, the UCLA Law Library, the Harvard Law Library, and the McGill University library.

When analysts were unable to locate a labor code we used the Social Security Programs throughout the World (SSPTW) database, based on data from the International Social Security Association and other supplemental sources. We also used SSPTW to complement legislative information about paid leave policies because specifics, such as wage replacement rates, are not included in some labor codes but rather are mandated by social security policies. SSPTW reports were reviewed for every country in our database for which they were available.

Additional information to fill in gaps was drawn from the following sources:

- Some regional secondary sources, such as the International Review of Leave Policies and Related Research edited by Peter Moss of the Institute of Education, University of London, were used to clarify information or fill in missing details.
- The ILO's Maternity Protection Database and Working Time Databases were used to supplement information on maternity and working time policies when primary sources were unavailable.

In some cases, information on maternal leave and breastfeeding breaks was clarified or corroborated with information compiled by the ILO's Maternity and Paternity at Work Report 2014.

DATA

While exhaustive methods were used to collect data, comparable information was not always available for all 193 UN member states for every indicator. In these cases, the relevant variable will be blank in the datasets.

COUNTRY IDENTIFIER VARIABLES

Variable Name	Variable Values	Variable Description
country		Name of country
iso_2		2-digit ISO country code
iso_3		3-digit ISO country code
region		Country geographical region (World Bank classification)
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: February 2014)

THE ADULT LABOR DATABASE

Variable Name	Variable Values	Variable Notes
Is there a wage premium for night work? (night_premium)	1: No Premium 2: Only for certain employees 3: Set externally 4: 105%-125% 5: 126% - 150%	<ul style="list-style-type: none"> <i>No premium</i> includes two countries which offer no premium but have a general ban on non-essential night work (Belgium and Norway). <i>Only for certain employees</i> means the night work premium only applies to certain categories of workers such as shift workers or workers who do not normally work at night.
Is paid annual leave available to workers? (paid_anlv)	1: No paid annual leave 2: 5-9 days 3: 10-14 days 4: 15-19 days 5: 20 days or more	<ul style="list-style-type: none"> If leave entitlements vary, we report the lowest amount of leave guaranteed to a worker with at least one year of tenure. Leave that is at the discretion of the employer is not considered a guarantee of paid annual leave.
Are workers guaranteed a weekly day of rest? (day_of_rest)	1: No day of rest 3: 24 hours 4: 25-36 hours 5: 37-48 hours	<ul style="list-style-type: none"> This variable reflects the minimum number of consecutive hours of weekly rest guaranteed to all workers.
Is paid leave available for mothers of infants? (maternal_leave)	1: No paid leave 2: Less than 14 weeks 3: 14 - 25.9 weeks 4: 26 - 51.9 weeks 5: 52 weeks or more	<ul style="list-style-type: none"> Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent. We report the leave available in weeks under normal conditions, excluding extended leave periods under extraordinary circumstances such as childbirth complications. International Labour Organization standards state that women should be guaranteed at least 14 weeks of paid maternity leave.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> The World Health Organization recommends at least six months of breastfeeding, which is facilitated by paid leave.
<p>Is paid leave available for fathers of infants?</p> <p>(paternal_leave)</p>	<p>1: No paid leave 2: Less than 3 weeks 3: 3 - 13 weeks 5: 14 weeks or more</p>	<ul style="list-style-type: none"> Paid leave for fathers includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent. We report the leave available in weeks under normal conditions, excluding extended leave periods under extraordinary circumstances.
<p>Is paid leave available for both parents?</p> <p>(matandpat)</p>	<p>1: No, neither parent 3: Mothers only 5: Both parents</p>	<ul style="list-style-type: none"> <i>No, neither parent</i> means that there is no paid leave available for parents of infants. <i>Mothers only</i> means that only paid leave specifically designated for mothers of infants is available and there is no gender-neutral leave or paternity leave available. <i>Both parents</i> means that there is leave available for either parent to take, whether it is through maternity or paternity leave specifically for mothers and fathers, gender-neutral parental leave that can be used by either parent, or a combination of these types of leave. When it is available, paternity leave is often significantly shorter in duration than leave for mothers. However, some countries offer bonuses in the form of parental leave length extensions or additional payments if a portion of the leave is used by both mothers and fathers to encourage fathers to take advantage of the available leave.
<p>What is the minimum wage replacement rate of paid leave for mothers of infants?</p> <p>(maternal_min_wrr_ilo)</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 20% - 65% 4: 66% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent. In cases where wage replacement rates vary during leave, the minimum rate reflects the lowest level of wage replacement available over the course of the leave.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • A <i>flat rate</i> means all mothers receive the same amount while taking paid leave, regardless of previous salary. One country, China, uses an adjusted flat rate. The flat rate is set at the level of the average wage of the company. • International Labour Organization standards state that women should be guaranteed at least two-thirds of their previous earning during paid leave to ensure a suitable standard of living. • Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.
<p>What is the maximum wage replacement rate of paid leave for mothers of infants?</p> <p>(maternal_max_wrr_ilo)</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 20% - 65% 4: 66% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> • Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent. • In cases where wage replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the leave. • A <i>flat rate</i> means all mothers receive the same amount while taking paid leave, regardless of previous salary. One country, China, uses an adjusted flat rate. The flat rate is set at the level of the average wage of the company. • International Labour Organization standards state that women should be guaranteed at least two-thirds of their previous earning during paid leave to ensure a suitable standard of living. • Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.
<p>What is the minimum wage replacement rate of paid leave for fathers of infants?</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 20% - 65%</p>	<ul style="list-style-type: none"> • Paid leave for fathers includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Variable Name	Variable Values	Variable Notes
(paternal_min_wrr_ilo)	4: 66% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> In cases where wage replacement rates vary during leave, the minimum rate reflects the lowest level of wage replacement available over the course of the leave. A <i>flat rate</i> means all fathers receive the same amount while taking paid leave, regardless of previous salary. Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.
<p>What is the maximum wage replacement rate of paid leave for fathers of infants?</p> <p>(paternal_max_wrr_ilo)</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 20% - 65% 4: 66% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> Paid leave for fathers includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent. In cases where wage replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the leave. A <i>flat rate</i> means all fathers receive the same amount while taking paid leave, regardless of previous salary. Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.
<p>Are at least 4 weeks of paid leave available for both parents of infants?</p> <p>(matandpat_4)</p>	<p>1: No, neither parent 3: Mothers only 5: Both parents</p>	<ul style="list-style-type: none"> <i>No, neither parent</i> means that there is not at least 4 weeks of paid leave available for parents of infants. <i>Mothers only</i> means that only paid leave specifically designated for mothers of infants is available for at least 4 weeks and there is no gender-neutral leave or paternity leave available for at least 4 weeks. <i>Both parents</i> means that there is at least 4 weeks of paid leave available for either parent to take, whether it is through maternity or paternity leave specifically for mothers and fathers, gender-neutral parental leave that can be used by either parent, or a combination of these types of leave.

Variable Name	Variable Values	Variable Notes
<p>Is paid leave structured to incentivize working fathers to share infant caregiving responsibilities?</p> <p>(dadstoo)</p>	<p>1: No paid for fathers 2: Parental leave but no incentives 3: 2 weeks or fewer reserved for fathers 4: More than 2 weeks reserved for fathers 5: Leave length or payment bonus for fathers sharing leave</p>	<ul style="list-style-type: none"> • <i>No paid leave for fathers</i> means that fathers do not have access to paid paternity leave, which is leave reserved for fathers of infants, or paid parental leave, which is leave available to either parent. • <i>Parental leave but no incentives</i> means that fathers only have access to paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use paid parental leave. • <i>2 weeks or fewer reserved for fathers</i> means that fathers have less than two weeks of paid paternity leave. In these cases, they may have additional leave available through shared parental leave. • <i>More than 2 weeks reserved for fathers</i> means that fathers have more than two weeks of paid paternity leave. • <i>Leave length or payment bonus for fathers sharing leave</i> means there are incentives for parents to share their parental leave. Parents may receive additional leave if both parents use parental leave or a higher payment while they are on leave. These measures encourage fathers to take parental leave.
<p>Is job protection guaranteed for mothers throughout paid maternal leave?</p> <p>(mtlv_job_protect)</p>	<p>1: No paid maternal leave 2: No explicit job protection 3: Job protection guaranteed during a portion of leave 5: Job protection guaranteed throughout</p>	<ul style="list-style-type: none"> • Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave available to either parent.
<p>Is job protection guaranteed for fathers throughout paid paternal leave?</p> <p>(ptlv_job_protect)</p>	<p>1: No paid paternal leave 2: No explicit job protection 3: Job protection guaranteed during a portion of leave 5: Job protection guaranteed throughout</p>	<ul style="list-style-type: none"> • Paid leave for fathers includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave, which is leave available to either parent.

Variable Name	Variable Values	Variable Notes
Are mothers of infants guaranteed breastfeeding breaks at work? (breastfeed_duration)	1: Not guaranteed 2: Yes, until child is 1 – 5.9 months old 4: Yes, at least 6 months unpaid 5: Yes, at least 6 months paid	<ul style="list-style-type: none"> Breastfeeding breaks are commonly guaranteed for a set length of time determined either by a number of months after returning to work or by a child's age. For comparability, we show the length as the child's age. If legislation specifies a length of time permitted to breastfeed after the mother returns to work and the mother is also entitled to paid maternal leave, the age shown is the sum of post-birth paid maternal leave and the breastfeeding break entitlement. For example, if a mother is entitled to 3 months of post-birth paid maternity leave and 4 months of breastfeeding breaks once she returns to work (7 months total), we show that she is entitled to breastfeeding breaks until the child is 6-11.9 months old. The World Health Organization recommends at least 6 months of breastfeeding.
Are working mothers guaranteed paid options to facilitate exclusive breastfeeding for at least 6 months? (mat_bfeed_6mon)	1: None 3: Only one option 5: Both	<ul style="list-style-type: none"> Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave for either parent of an infant, that can be taken by women. <i>None</i> means that women are not entitled to at least six months of paid maternal leave or paid breastfeeding breaks at work. Women may be entitled to shorter periods of paid maternal leave or paid breastfeeding breaks, but these are too short to support the WHO recommendation of at least 6 months of exclusive breastfeeding. <i>Only one option (Maternal leave or breastfeeding breaks)</i> means that women are only guaranteed either paid maternal leave or paid breastfeeding breaks at work for at least six months. <i>Both</i> means that women are guaranteed paid maternal leave for at least 6 months and paid breastfeeding breaks for at least 6 months. This allows women who choose to return to work before the duration of their maternal leave entitlement expires to continue breastfeeding their infant.

Variable Name	Variable Values	Variable Notes
Are workers entitled to sick leave from the first day of illness? (sick_1stday)	1: No, none 3: No, paid leave, but not from 1 st day 5: Yes, paid from 1 st day	<ul style="list-style-type: none"> While in general, sick leave benefits are provided by the employer, by social security, or by both, the employer and social security, leave from the first day is commonly provided by employers. This variable reflects whether any of these benefits are provided from the first day of illness. If the legislation does not mention a waiting period for paid sick leave, we assume sick leave benefits are provided starting on the first day of illness.
For how long are workers guaranteed paid sick leave? (sickleave_duration)	1: No paid sick leave 3: 1-3.9 weeks 4: 4-25.9 weeks 5: 26 weeks or more	<ul style="list-style-type: none"> If the duration of sick leave varies, the duration of the sick leave benefit shown is the one that is available to the lowest wage worker with at least one year of tenure. The benefit duration includes extensions due to hospitalizations, serious illnesses, or chronic illnesses. 26 weeks or more of paid leave includes cases where benefits are provided “until recovery” or “for as long as treatment is required.”
What is the minimum wage replacement rate of sick leave? (sick_min_wrr)	1: No paid sick leave 2: Flat benefit 3: 17-59% 4: 60-79% 5: 80-100%	<ul style="list-style-type: none"> In cases where wage-replacement rates vary during leave, the minimum rate reflects the lowest level of wage replacement available over the course of the paid sick leave. This benefit may be paid by the employer, social security system, or both simultaneously. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
What is the maximum wage replacement rate of sick leave? (sick_max_wrr)	1: No paid sick leave 2: Flat benefit 3: 17-59% 4: 60-79% 5: 80-100%	<ul style="list-style-type: none"> In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the paid sick leave. This benefit may be paid by the employer, social security system, or both simultaneously. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.

Variable Name	Variable Values	Variable Notes
Are working men and women guaranteed leave to care for their family's health needs? (anyhlth_lv)	1: No, no leave 2: Only leave for women to care for children 3: Leave for both parents to care for children 4: Leave for both parents to care for children and spouse 5: Leave for both men and women to care for any family member	<ul style="list-style-type: none"> • Leave for family members' health needs includes leave specifically designated to care for family members' health needs. • Leave for family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • <i>Only leave for women to care for children</i> means that leave for children's health needs is only available to women. There are no countries that only guarantee leave for children's educational needs to women. This leave is categorized separately because of the implications for gender equality. • No country guarantees leave to care for adult family members' health needs without also providing leave for children's health needs. • This variable includes both paid and unpaid leave.
Are working women and men guaranteed any leave for children's health needs? (health_anylv_pdu)	1: No, no leave 2: Only available to mothers 3: Yes, unpaid leave for both parents 5: Yes, paid leave for both parents	<ul style="list-style-type: none"> • Any leave for children's health needs includes leave specifically for children's health needs, as well as discretionary, family needs, and emergency leave which may be used for health needs. • Leave for children's health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • <i>Only available to mothers</i> means that leave for children's health needs is only available to women. This leave is categorized separately because of the implications for gender equality.
Are working women and men guaranteed leave specifically for children's health needs? (health_lv_pdu_comb)	1: No, no leave 2: Only available to mothers 3: Yes, unpaid leave for both parents	<ul style="list-style-type: none"> • Leave specifically for children's health needs includes leave specifically designated for children's health needs. • Leave for children's health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs.

Variable Name	Variable Values	Variable Notes
	5: Yes, paid leave for both parents	<ul style="list-style-type: none"> Only available to mothers means that leave for children's health needs is only available to women. This leave is categorized separately because of the implications for gender equality.
<p>Are working women and men guaranteed leave specifically for their children's everyday health needs?</p> <p>(wom_evday_chhlth)</p>	<p>1: No, no leave 2: Only available to mothers 3: Yes, unpaid leave for both parents 5: Yes, paid leave for both parents</p>	<ul style="list-style-type: none"> Leave for children's everyday health needs includes leave specifically designated for children's health needs, but does not include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. Only available to mothers means that leave for children's health needs is only available to women. This leave is categorized separately because of the implications for gender equality. Some countries only allow parents to take this leave to meet younger children's health needs. Two countries only guarantee this leave for children three years of age or younger. An additional eight countries limit this leave to children no more than six to ten years old.
<p>Is paid leave available to both parents specifically for 2 year old children's health needs?</p> <p>(chlv_age2)</p>	<p>1: No paid leave 2: Less than 1 month 3: 1-2.9 months 4: 3-5.9 months 5: 6 months or more</p>	<ul style="list-style-type: none"> Leave specifically for children's health needs includes leave specifically designated for children's health needs. Leave specifically for children's health needs may include cases where leave is available only for serious illness, hospitalization, or urgent health needs. Leave available only to mothers is categorized as <i>No paid leave</i>.
<p>Is paid leave available to both parents specifically for 12 year old children's health needs?</p> <p>(chlv_adl)</p>	<p>1: No paid leave 2: Less than 1 month 3: 1-2.9 months 4: 3-5.9 months 5: 6 months or more</p>	<ul style="list-style-type: none"> Leave specifically for children's health needs includes leave specifically designated for children's health needs. Leave specifically for children's health needs may include cases where leave is available only for serious illness, hospitalization, or urgent health needs. Leave available only to mothers is categorized as <i>No paid leave</i>.

Variable Name	Variable Values	Variable Notes
What is the minimum wage replacement rate of paid leave for children's health needs? (chlv_min_wrr)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 25% - 59% 4: 60% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> In cases where wage-replacement rates vary during leave, the minimum rate reflects the lowest level of wage replacement available over the course of the paid leave. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
What is the maximum wage replacement rate of paid leave for children's health needs? (chlv_max_wrr)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 25% - 59% 4: 60% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the paid leave. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
Are working women and men guaranteed any leave for their adult family member's health needs? (ad_hlthany_lv)	1: No, no leave 3: Yes, unpaid leave 5: Yes, paid leave	<ul style="list-style-type: none"> Leave for adult family members' health needs includes leave specifically designated to care for adult family members' health needs, as well as discretionary, family needs, and emergency leave which may also be used for adult family members' health needs. Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. Leave for adult family members' health needs also includes cases where leave is only available to care for a spouse's health needs. There are no countries that only guarantee leave for adult family members' health needs to women.
Are working women and men guaranteed leave specifically for their adult family member's health needs?	1: No, no leave 3: Yes, unpaid leave 5: Yes, paid leave	<ul style="list-style-type: none"> Leave specifically for adult family members' health needs includes leave specifically designated to care for adult family members' health needs.

Variable Name	Variable Values	Variable Notes
(ad_hlth_lv_comb)		<ul style="list-style-type: none"> • Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • Leave for adult family members' health needs also includes cases where leave is only available to care for a spouse's health needs. • There are no countries that only guarantee leave for adult family members' health needs to women.
Is paid leave available specifically for elderly parents' health needs? (fhlv_eldpar_length)	1: No paid leave 2: Less than 1 month 3: 1-2.9 months 4: 3-5.9 months 5: 6 months or more	<ul style="list-style-type: none"> • Leave for elderly parents' health needs may include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs
Is paid leave available specifically for spouses' health needs? (fhlv_spouse_length)	1: No paid leave 2: Less than 1 month 3: 1-2.9 months 4: 3-5.9 months 5: 6 months or more	<ul style="list-style-type: none"> • Leave for spouses' health needs may include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs
What is the minimum wage replacement rate during paid leave for adult family members' health needs? (fhlv_min_wrr)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> • In cases where wage-replacement rates vary during leave, the minimum rate reflects the lowest level of wage replacement available over the course of the paid leave for adult family members' health needs. This benefit may be paid by the employer, social security system, or both simultaneously. • A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
What is the maximum wage replacement rate	1: No paid leave	<ul style="list-style-type: none"> • In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available

Variable Name	Variable Values	Variable Notes
during paid leave for adult family members' health needs? (fhlv_max_wrr)	2: Flat rate or adjusted flat rate 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%	over the course of the paid leave for adult family members' health needs. This benefit may be paid by the employer, social security system, or both simultaneously. <ul style="list-style-type: none"> • A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.