



**WORLD Policy
Analysis Center**

Adult Labor

Public Use Data Dictionary



ADULT LABOR PUBLIC USE DATA DICTIONARY

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ABOUT THE DATA

ORGANIZATIONAL OVERVIEW

The mission of the WORLD Policy Analysis Center (WORLD) is to strengthen equal rights and opportunities globally by providing civil society, policymakers, citizens, and other researchers with tools to advance feasible and effective policy approaches for improving the well-being of individuals, families, communities, and societies. WORLD captures quantitatively comparative data for 193 United Nations (UN) countries on adult labor and working conditions, discrimination at work, child marriage, aging, education, constitutional rights, health, disability, family, migration, child labor, environment, and income policies. WORLD works with partners to promote evidence-based decision-making across these areas.

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 which laws, rights, and policies to include in the data center, we prioritize policies that meet one or more of the following criteria: 1) there is widespread global consensus on their value; 2) research evidence supports their importance to human development, health or well-being in a variety of geographic, social, and economic circumstances; or 3) input from civil society, policymakers, and other stakeholders indicates there are urgent questions about policy design that comparative data could help address.

DATA SOURCES

In selecting data sources to analyze, our first priority is to identify sources containing full-text original legislation. To ensure the greatest level of accuracy and comparability across countries, we always aim to read the original laws (primary sources) rather than secondary summaries or policy descriptions. Primary sources allow for more accurate coding across countries,

particularly in complex legal areas. Working with primary sources also allows us to provide excerpts or links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. We review documents in their original language or in a translation into one of the UN's official languages.

Secondary sources are used when information is unclear or insufficient for particular countries. In choosing these secondary sources, we prioritize those that are comparable across multiple countries, such as global or regional sources. When using information sources that cover a limited number of countries, we aim to ensure that the information they contain can be made consistent with other sources.

CODING FRAMEWORKS

In this work, coding refers to the process of translating legislative, policy, or constitutional text into a set of features which can be quantitatively analyzed to provide readily understandable summaries of policy approaches across countries and transformed into data visualizations, such as maps or charts. For example, a researcher reviews many pieces of labor and social security legislation and uses them to answer questions such as: Does a country guarantee paid parental leave? Is it available to all parents, only mothers, or only fathers? How long is paid leave? What is the wage replacement rate? How long do workers need to have been employed to access paid leave?

To answer these questions consistently across countries, we first identify the essential policy features that we want to capture, including intrinsic characteristics, such as coverage; important elements identified in policy research; and minimum standards recognized in global agreements, where they exist. Researchers then read legislative text from 20 to 30 countries to develop an understanding of the approaches countries take in each of these areas. A coding framework consisting of questions and close-ended responses is developed to capture the essential policy features systematically across countries based on the range of approaches identified. Research team members then test whether this coding framework accurately captures approaches on an additional ten to twenty nations.

Once we have a viable framework, we seek feedback from civil society and researchers working in these areas to ensure the questions we are asking will provide the critical answers needed to inform policy debates. Their feedback can lead to more scoping and test coding to determine which questions are feasible to answer with available legislation, recognizing that some important areas aren't always covered by national laws and policies. For example, access to sanitation facilities and safe transportation matters deeply to girls' ability to complete their education but is rarely addressed in a meaningful way in national-level education laws and policies. In other cases, new areas of research might involve going beyond the initial legislation we planned to code, expanding the scale of the project.

Capturing the richness and variety of approaches taken by different countries is our priority throughout the coding process.

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

Core to ensuring transparency and consistency is developing a codebook that details the rules and examples for coding each question. Researchers rely on this codebook to make decisions on coding policy features. The codebook is designed to be as straightforward as possible, but some questions require judgment calls. To minimize human error, we use a double coding system where two researchers independently code legal text for each country and then meet to compare their results. When two researchers cannot reach consensus based on the existing codebook, they bring these questions to the full coding team and senior analysts. This team meets regularly to discuss any questions or concerns that arise through the coding process. We record detailed minutes of these meetings and update the codebook to reflect any determinations that impact the coding rules.

ACCURACY, ANALYSIS, AND UPDATING

Upon completion of coding, we conduct systematic quality checks. We also carry out targeted checks of countries that appear as outliers globally or for their region or income level.

For each of our databases, we use the most up-to-date sources available. While this approach is designed to achieve accuracy, it is important to note that when publicly available sources have not been fully updated, the most recent amendments may not be captured in our databases. Further, our process of coding legislation inevitably involves important matters of interpretation. For all databases, we welcome receiving feedback and copies of laws from anyone who believes the databases may not be fully up-to-date.

NATIONAL AND SUBNATIONAL LEVELS

Our goal is to understand the scope of policy provisions and whether they extend protections to all, including, for example, workers in the informal economy, racial and ethnic minorities, urban and rural residents, and those in the poorest households. Accordingly, we code for policies in

place at a national level with wide coverage. When policies are legislated subnationally, that is, when states or cities provide protections without a national guarantee, we code for the minimum guaranteed level of protection covering all states so as to not overstate safeguards available only in limited localities. 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. The primary sources of information were national labor and social security laws. The full-text copies of these national 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 and social security 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', 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.

The Social Security Programs throughout the World (SSPTW) database, based on data from the International Social Security Association, was used to complement legislative information about paid leave policies outlined in legislation. SSPTW reports were reviewed for every country in our database for which they were available.

Additional sources used to clarify information or fill in missing details was drawn from the following:

- International Review of Leave Policies and Related Research edited by Peter Moss of the Institute of Education, University of London;
- Benefit summaries and information available from the Mutual Information System on Social Protection and the Mutual Information System on Social Protection of the Council of Europe; and
- The ILO's Maternity and Paternity at Work: Law and Practice Across the World Report, 2014.

Note that updated policy data findings for expanded topical subsets of the Adult Labor Database are available for separate download via the links below:

- Infant Caregiving (2022): <https://www.worldpolicycenter.org/maps-data/data-download/world-areas>

- Paid Leave for Family Health Needs (2022): <https://www.worldpolicycenter.org/maps-data/data-download/paid-leave-for-family-health-needs-data-download>
- Paid Medical Leave (2020): <https://www.worldpolicycenter.org/maps-data/data-download/paid-medical-leave-data-download>

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. The World Health Organization recommends at least six months of

Variable Name	Variable Values	Variable Notes
		breastfeeding, which is facilitated by paid leave.
Is paid leave available for fathers of infants? (paternal_leave)	1: No paid leave 2: Less than 3 weeks 3: 3 - 13.9 weeks 4: 14 – 25.9 weeks 5: 26 weeks or more	<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.
Is paid leave available for both parents? (matandpat)	1: No, neither parent 3: Mothers only 4: Mother-specific entitlement, but can be transferred to father 5: Entitlement for both parents	<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.
What is the minimum wage replacement rate of paid leave for mothers of infants? (maternal_min_wrr_ilo)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 20% - 65% 4: 66% - 79% 5: 80% - 100%	<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. • 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

Variable Name	Variable Values	Variable Notes
		<p>adjusted flat rate. The flat rate is set at the level of the average wage of the company.</p> <ul style="list-style-type: none"> • 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>(paternal_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 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 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 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 4: Mother-specific entitlement, but can be transferred to father 5: Entitlement for 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.
<p>Is paid leave structured to incentivize working fathers</p>	<p>1: No paid for fathers 2: Parental leave but no</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

Variable Name	Variable Values	Variable Notes
to share infant caregiving responsibilities? (dadstoo)	incentives 3: 2 weeks or fewer reserved for fathers 4: More than 2 weeks reserved for fathers 5: Longer leave or higher payment for sharing leave	parental leave, which is leave available to either parent. <ul style="list-style-type: none"> • <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.
Is job protection guaranteed for mothers throughout paid maternal leave? (mtlv_job_protect)	1: No paid maternal leave 2: No explicit job protection 3: Job protection guaranteed during a portion of leave 5: Job protection guaranteed throughout	<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.
Is job protection guaranteed for fathers throughout paid paternal leave? (ptlv_job_protect)	1: No paid paternal leave 2: No explicit job protection 3: Job protection guaranteed during a portion of leave 5: Job protection guaranteed throughout	<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
<p>Are mothers of infants guaranteed breastfeeding breaks at work?</p> <p>(breastfeed_duration)</p>	<p>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</p>	<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 maternity 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.
<p>Are working mothers guaranteed paid options to facilitate exclusive breastfeeding for at least 6 months?</p> <p>(mat_bfeed_6mon)</p>	<p>1: No, none 3: Either maternal leave or breastfeeding breaks 5: Both</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 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 2: Less than 1 month 3: 1 – 2.9 months 4: 3 months – 5.9 months 5: 6 months 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.”
Are working men and women guaranteed leave to care for their family’s health needs? (anyhlth_iv)	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	1: No, no leave	<ul style="list-style-type: none"> Any leave for children’s health needs includes leave specifically for

Variable Name	Variable Values	Variable Notes
men guaranteed any leave for children's health needs? (health_anylv_pdu)	2: Only available to mothers 3: Yes, unpaid leave for both parents 5: Yes, paid leave for both parents	children's health needs, as well as discretionary, family needs, and emergency leave which may be used for health needs. <ul style="list-style-type: none"> 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 5: Yes, paid 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. <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 their children's everyday health needs? (wom_evday_chhlth)	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"> 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. <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. 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.
Is paid leave available to	1: No paid leave	<ul style="list-style-type: none"> Leave specifically for children's health needs includes leave

Variable Name	Variable Values	Variable Notes
both parents specifically for 2 year old children's health needs? (chlv_age2)	2: Less than 1 month 3: 1-2.9 months 4: 3 months-5.9 months 5: 6 months or more	specifically designated for children's health needs. <ul style="list-style-type: none">• 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>.
Is paid leave available to both parents specifically for 12 year old children's health needs? (chlv_adl)	1: No paid leave 2: Less than 1 month 3: 1-2.9 months 4: 3 months-5.9 months 5: 6 months or more	<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>.
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	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

Variable Name	Variable Values	Variable Notes
member's health needs? (ad_hlthany_lv)		<p>may also be used for adult family members' health needs.</p> <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.
Are working women and men guaranteed leave specifically for their adult family member's health needs? (ad_hlth_lv_comb)	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. • 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 months-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 months-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

Variable Name	Variable Values	Variable Notes
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 during paid leave for adult family members' health needs? (fhlv_max_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 maximum rate reflects the highest 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.