



**WORLD Policy
Analysis Center**

Infant Caregiving

Public Use Data Dictionary



INFANT CAREGIVING 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.

INFANT CAREGIVING IN THE ADULT LABOR DATABASE

This Infant Caregiving dataset is a subset of the WORLD Policy Analysis Center's Adult Labor Database. This dataset was created through a systematic review of original labor and social security legislation in place as of January 2022. Additional longitudinal data is available to assess progress over time since 1995. The full-text copies of national laws used for coding, 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 where possible.

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 (leavenetwork.org)
- 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 Care at Work: Investing in care leave and serves for a more gender equal world of work, 2022

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) ¹
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: 2020)

¹ While Malta is classified as part of the Middle East and North Africa by the World Bank (WB), it is also a member of the European Union (EU) and therefore more likely to have legislation reflecting the EU's principles and directives. Thus, we classified Malta as a part of Europe and Central Asia. All other countries retained their WB classifications.

INFANT CAREGIVING IN THE ADULT LABOR DATABASE

Paid Leave Available to Mothers & Fathers of Infants

Variable Name	Variable Values	Variable Notes
Is paid leave available to mothers of infants, including maternity and parental? (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 available to mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave -- which is leave available to either parent of an infant -- that can be taken by women. For data on the duration of only paid leave reserved for mothers, see <code>maternity_leave</code>, and for data on the duration of only shared parental leave, see <code>parental_leave</code>. • We report the leave available in weeks under normal conditions for the birth of a child, 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 breastfeeding, which is facilitated by paid leave.
Is paid leave available to fathers of infants, including paternity and parental? (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 available to fathers includes both paid leave reserved for fathers of infants or the birth mother's spouse or partner, and paid shared parental leave -- which is leave available to either parent of an infant -- that can be taken by men. For data on the duration of only paid leave reserved for fathers, spouses, or partners, see <code>paternity_leave</code>, and for data on the duration of only shared parental leave, see <code>parental_leave</code>. • We report the leave available in weeks under normal conditions for the birth of a child, excluding leave available under extraordinary circumstances.

Variable Name	Variable Values	Variable Notes
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 to parents for the birth of an infant. • <i>Mothers only</i> means that only paid leave specifically designated for mothers of infants is available and there is no paid leave reserved for fathers of infants or the birth mother's spouse or partner, or paid shared parental leave available. • <i>Mother-specific entitlement, but can be transferred to father</i> means that there is only paid leave reserved for mothers, but some or all of this paid leave can be transferred to fathers, spouses, and/or partners to enable them to take leave as well. • <i>Both parents</i> means that there is leave available for either parent to take, whether it is through paid leave specifically reserved for mothers and fathers, partners, and/or spouses; shared parental leave that can be used by either parent; or a combination of these types of leave. • When it is available, paid leave reserved for fathers, spouses, and/or partners is often significantly shorter in duration than leave reserved for mothers. However, some countries offer bonuses in the form of parental leave length extensions or additional payments if both parents take at least a specified amount of leave, to encourage fathers, spouses, and/or partners to take advantage of the available leave.
Are at least 12 weeks of paid leave available for both parents of infants? (matandpat_12)	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"> • This variable assesses whether at least 12 weeks of paid leave is available under normal conditions for the birth of a child, excluding additional leave available under extraordinary circumstances. • <i>No, neither parent</i> means that there is no paid leave or less than 12 weeks of paid leave available to parents for the birth of an infant. • <i>Mothers only</i> means that while mothers can take at least 12 weeks or paid leave, no paid leave or less than 12 weeks of paid is available to fathers of infants or birth mothers' spouse or partner. • <i>Mother-specific entitlement, but can be transferred to father</i> means that there is at least 12 weeks of paid leave available for either parent to take, but fathers, spouses, and/or partners can only take at least 12

Variable Name	Variable Values	Variable Notes
		<p>weeks of paid leave if mothers transfer some or all of their leave to them. In one country (Australia), transferring leave to enable the father to take 12 weeks of leave would leave the mother with less than 12 weeks of paid leave. In all other countries, both parents could take at least 12 weeks.</p> <ul style="list-style-type: none"> • <i>Both parents</i> means that there is at least 12 weeks of paid leave available for both parents to take, whether it is paid leave specifically reserved for mothers and fathers, partners, and/or spouses; shared parental leave that can be used by either parent; or a combination of these types of leave. • When it is available, paid leave reserved for fathers, spouses, and/or partners is often significantly shorter in duration than leave reserved for mothers. However, some countries offer bonuses in the form of parental leave length extensions or additional payments if both parents take at least a specified amount of leave, to encourage fathers, spouses, and/or partners to take advantage of the available leave.
<p>Is paid leave available to mothers of infants including maternity and parental?</p> <p>(mat_yn_*)</p>	<p>0: No 1: Yes</p>	<p>This variable is available for each year from 1995 – 2022.</p> <ul style="list-style-type: none"> • Paid leave available to mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave, which is leave available to either parent of an infant that can be taken by women.
<p>Is paid leave available to fathers of infants including paternity and parental?</p> <p>(pat_yn_*)</p>	<p>0: No 1: Yes</p>	<p>This variable is available for each year from 1995 – 2022.</p> <ul style="list-style-type: none"> • Paid leave available to fathers includes both paid leave reserved for fathers of infants or the birth mother's spouse or partner, and paid shared parental leave, which is leave available to either parent of an infant that can be taken by men.

Variable Name	Variable Values	Variable Notes
<p>Is at least 14 weeks of paid leave available to mothers of infants?</p> <p>(mat_14wks_*)</p>	<p>0: No 1: Yes</p>	<p>This variable is available for each year from 1995 – 2022.</p> <ul style="list-style-type: none"> • Paid leave available to mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave, which is leave available to either parent of an infant that can be taken by women. • We examine the duration of leave available under normal conditions for the birth of a child, 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.
<p>Is at least 14 weeks of paid leave available to fathers of infants?</p> <p>(pat_14wks_*)</p>	<p>0: No 1: Yes</p>	<p>This variable is available for each year from 1995 – 2022.</p> <ul style="list-style-type: none"> • Paid leave available to fathers includes both paid leave reserved for fathers of infants or the birth mother's spouse or partner, and paid shared parental leave, which is leave available to either parent of an infant that can be taken by men. • We report the leave available in weeks under normal conditions for the birth of a child, excluding leave available under extraordinary circumstances.
<p>Is paid leave structured to encourage working fathers to share infant caregiving responsibilities?</p> <p>(dadstoo)</p>	<p>1: No paid leave for fathers 2: Parental leave but no incentives 3: Less than 3 weeks reserved for fathers 4: 3 – 13.9 weeks reserved for fathers 5: At least 14 weeks reserved for fathers, or</p>	<ul style="list-style-type: none"> • <i>No paid leave for fathers</i> means that there is no paid leave reserved for fathers of infants or the birth mother's spouse or partner, or paid shared parental leave available. • <i>Parental leave but no incentives</i> means that fathers, spouses, and/or partners only have access to paid shared parental leave, which is leave available to either parent. Research shows that women are more likely than men to use paid parental leave.

Variable Name	Variable Values	Variable Notes
	incentives for fathers to take leave	<ul style="list-style-type: none"> • <i>Reserved for fathers</i> means paid leave that can only be taken by fathers or the birth mother's spouse or partner. In some cases, additional leave may be available through shared parental leave. • <i>Incentives for fathers to take leave</i> means that there are incentives for parents to share their paid parental leave or disincentives for only mothers to take leave. These incentives include increasing the total amount of leave available or the payment rate if both parents use shared parental leave.

Paid Leave Reserved for Mothers of Infants

Variable Name	Variable Values	Variable Notes
How much paid leave is reserved for mothers of infants? (maternity_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"> • This variable only includes paid leave reserved for mothers for the birth of an infant and does not include paid shared parental leave, which is leave available to either parent of an infant that can be taken by women. For data on the full duration of paid leave available to mothers, see maternal_leave. In some countries, mothers can transfer some or all of this leave to fathers, spouses, and/or partners. • We report the leave available in weeks under normal conditions for the birth of a child, 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 breastfeeding, which is facilitated by paid leave.
What is the lowest wage replacement rate of paid leave reserved for	1: No paid leave 2: Flat or adjusted flat rate 3: 20%–65% 4: 66%–79%	<ul style="list-style-type: none"> • This variable only includes paid leave reserved for mothers for the birth of an infant and does not include paid shared parental leave, which is leave available to either parent of an infant that can be taken by women.

Variable Name	Variable Values	Variable Notes
<p>mothers with one year of tenure?</p> <p>(mtlv_min_wrr_ilo)</p>	<p>5: 80%–100%</p>	<ul style="list-style-type: none"> • For comparability, this variable examines the wage replacement rate for workers who have been with their employer for at least one year. In some countries, recently hired workers may not be eligible for paid leave, or may receive a lower wage replacement while on leave. One country does not provide maternity leave to workers with one year of tenure: Zambia requires two years. • In some countries, a higher level of wage replacement than the one reported by this variable is available based on the parent's employment history, income level, or duration of leave. • A <i>flat rate</i> means all mothers receive the same amount while taking paid leave, regardless of previous salary. • 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>Is job protection guaranteed throughout paid leave reserved for mothers?</p> <p>(mtlv_job_protect)</p>	<p>1: No paid leave 2: No explicit job protection 3: Job protection only guaranteed for a portion of leave (0 countries) 5: Job protection guaranteed throughout</p>	<ul style="list-style-type: none"> • This variable only includes paid leave reserved for mothers for the birth of an infant and does not include paid shared parental leave, which is leave available to either parent of an infant that can be taken by women. • <i>Job protection</i> can take the form of explicit legislative prohibitions of discriminatory dismissal during paid leave, guarantees to the same or equal position upon return from leave, or the prohibition of dismissals for parents of young children (under age 3).

Paid Leave Reserved for Fathers or Partners

Variable Name	Variable Values	Variable Notes
How much paid leave is reserved for fathers of infants? (paternity_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"> This variable includes only paid leave reserved for fathers of infants or for the birth mother's spouse or partner. For data on the full duration of paid leave available to fathers, see paternal_leave. In some countries, fathers can transfer some or all of this leave to mothers. We report the leave available in weeks under normal conditions for the birth of a child, excluding leave available under extraordinary circumstances.
What is the lowest wage replacement rate of paid leave reserved for fathers with one year of tenure? (ptlv_min_wrr_ilo)	1: No paid leave 2: Flat or adjusted flat rate 3: 20%–65% 4: 66%–79% 5: 80%–100%	<ul style="list-style-type: none"> This variable includes only paid leave reserved for fathers of infants or for the birth mother's spouse or partner. For comparability, this variable examines the wage replacement rate for workers who have been with their employer for at least one year. In some countries, recently hired workers may not be eligible for paid leave, or may receive a lower wage replacement while on leave. In some countries, a higher level of wage replacement than the one reported by this variable is available based on the parent's employment history, income level, or duration of leave. A <i>flat rate</i> means all fathers, spouses, or partners 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.
Is job protection guaranteed throughout paid leave reserved for fathers?	1: No paid leave 2: No explicit job protection	<ul style="list-style-type: none"> This variable includes only paid leave reserved for fathers of infants or for the birth mother's spouse or partner. <i>Job protection</i> can take the form of explicit legislative prohibitions of discriminatory dismissal during paid leave, guarantees to the same or

Variable Name	Variable Values	Variable Notes
(ptlv_job_protect)	3: Job protection only guaranteed for a portion of leave (0 countries) 5: Job protection guaranteed throughout	equal position upon return from leave, or the prohibition of dismissals for parents of young children (under age 3).

Shared Parental Leave Available to Either Parent

Variable Name	Variable Values	Variable Notes
How much shared parental leave is available? (parental_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"> This variable includes only shared paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use this leave unless there are incentives for men to take paid leave. For data on the full duration of paid leave available to mothers, see maternal leave, and for fathers, see paternal_leave. We report the leave available in weeks under normal conditions for the birth of a child, excluding leave available under extraordinary circumstances. The World Health Organization recommends at least six months of breastfeeding, which is facilitated by paid leave.
What is the lowest wage replacement rate of shared paid parental leave for parents with one year of tenure? (prlv_min_wrr_ilo)	1: No paid leave 2: Flat or adjusted flat rate 3: 20%–65% 4: 66%–79% 5: 80%–100%	<ul style="list-style-type: none"> This variable includes only shared paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use this leave unless there are incentives for men to take paid leave. For comparability, this variable examines the wage replacement rate for workers who have been with their employer for at least one year. In some countries, recently hired workers may not be eligible for paid leave, or may receive a lower wage replacement while on leave.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • In some countries, a higher level of wage replacement than the one reported by this variable is available based on the parent's employment history, income level, or duration of leave. • A <i>flat rate</i> means all parents 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>Is job protection guaranteed throughout shared paid parental leave?</p> <p>(prlv_job_protect)</p>	<p>1: No paid leave 2: No explicit job protection 3: Job protection only guaranteed for a portion of leave 5: Job protection guaranteed throughout</p>	<ul style="list-style-type: none"> • This variable includes only shared paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use this leave unless there are incentives for men to take paid leave. • Job protection can take the form of explicit legislative prohibitions of discriminatory dismissal during paid leave, guarantees to the same or equal position upon return from leave, or the prohibition of dismissals for parents of young children (under age 3).

Paid Leave Available to Mothers & Fathers of Infants Working in the Informal Economy & Traditionally Uncovered Occupations

Variable Name	Variable Values	Variable Notes
<p>Do countries guarantee self-employed workers access to paid maternal leave?</p> <p>maternal_self</p>	<p>1: No national paid maternal leave</p> <p>3: National paid maternal leave, but not for self-employed</p> <p>5: Guaranteed to self-employed</p>	<ul style="list-style-type: none"> Globally, nearly half of all workers are self-employed, and include among their ranks some of the most vulnerable workers—such as own account street vendors. This indicator captures legislative guarantees (and exclusions) to “self-employed,” “own-account,” and “independent workers,” regardless of their sector. This category does not include provisions that narrowly extend to workers in cooperatives nor contributing family workers—groups which are defined as subsets of self-employed workers. Globally, over 80% of own-account workers are engaged in the informal economy; a small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well. Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by women. <i>National paid maternal leave, but not for self-employed</i> means that state-financed benefits explicitly exclude self-employed workers from coverage, or national benefits are only available through employers. Note that in some countries, self-employed workers may have access to certain cash benefits financed by the state (e.g. old age pensions) but are not guaranteed access to maternal leave benefits. <i>Guaranteed to self-employed</i> means that national legislation explicitly guarantees self-employed workers the right to register and access at least some maternal leave benefits financed through the state as part of the main state-financed scheme or a separate program. This includes both mandatory and voluntary schemes, and cases where benefits for self-employed workers are less generous than those available to dependent workers.

Variable Name	Variable Values	Variable Notes
<p>Do countries guarantee self-employed workers access to paid paternal leave?</p> <p>paternal_self</p>	<p>1: No national paid paternal leave 3: National paid maternal leave, but not for self-employed 5: Guaranteed to self-employed</p>	<ul style="list-style-type: none"> • Globally, nearly half of all workers are self-employed, and include among their ranks some of the most vulnerable workers—such as own account street vendors. This indicator captures legislative guarantees (and exclusions) to “self-employed,” “own-account,” and “independent workers,” regardless of their sector. This category does not include provisions that narrowly extend to workers in cooperatives nor contributing family workers—groups which are defined as subsets of self-employed workers. Globally, over 80% of own-account workers are engaged in the informal economy; a small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well. • Paid paternal leave includes both paid leave reserved for fathers of infants or the birth mother’s spouse or partner, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by men. • <i>National paid maternal leave, but not for self-employed</i> means that state-financed benefits explicitly exclude self-employed workers from coverage, or national benefits are only available through employers. Note that in some countries, self-employed workers may have access to certain cash benefits financed by the state (e.g. old age pensions) but are not guaranteed access to paternal leave benefits. • <i>Guaranteed to self-employed</i> means that national legislation explicitly guarantees self-employed workers the right to register and access at least some paternal leave benefits financed through the state as part of the main state-financed scheme or a separate program. This includes both mandatory and voluntary schemes, and cases where benefits for self-employed workers are less generous than those available to dependent workers. • In China, there is no guarantee to paid paternal leave in national legislation; however, paid paternity leave is guaranteed in all provinces. At this time, we are unable to verify whether all provinces guarantee paid leave coverage to self-employed workers.

Variable Name	Variable Values	Variable Notes
<p>Do countries guarantee agricultural workers access to paid maternal leave?</p> <p>maternal_ag</p>	<p>1: No national paid maternal leave 3: Agricultural workers excluded from paid leave 4: Guaranteed to workers generally, no exclusions based on agricultural work 5: Guaranteed to agricultural workers</p>	<ul style="list-style-type: none"> • <i>Agricultural workers</i> are waged employees on farms and plantations who are employed by farmers, companies, or agricultural contractors. They do not own or rent the land on which they work—this category does not include tenant farmers and share-croppers if they aren't remunerated by an employer. This indicator reflects the broadest possible legislative provisions that apply to agricultural workers and does not reflect provisions dedicated to agricultural workers engaged in single specific crop (e.g. tea), nor does it reflect provisions dedicated to seasonal workers. A small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category. • Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by women. • <i>Guaranteed to workers generally, no exclusions based on agricultural work</i> means that workers are guaranteed national paid maternal leave, and legislation does not explicitly guarantee nor deny coverage to agricultural workers. This category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to agricultural workers. • <i>Guaranteed to agricultural workers</i> means that legislation explicitly extends at least some paid maternal leave benefits to agricultural workers—this includes cases where available benefits are less generous than those available to other workers in the private sector. This category also includes countries which make guarantees to agricultural workers broadly, but exclude agricultural workers on small farms that employ fewer than a certain threshold of employees.
<p>Do countries guarantee agricultural workers</p>	<p>1: No national paid paternal leave</p>	<ul style="list-style-type: none"> • <i>Agricultural workers</i> are waged employees on farms and plantations who are employed by farmers, companies, or agricultural contractors.

Variable Name	Variable Values	Variable Notes
<p>access to paid paternal leave?</p> <p>paternal_ag</p>	<p>3: Agricultural workers excluded from paid leave</p> <p>4: Guaranteed to workers generally, no exclusions based on agricultural work</p> <p>5: Guaranteed to agricultural workers</p>	<p>They do not own or rent the land on which they work—this category does not include tenant farmers and share-croppers if they aren't remunerated by an employer. This indicator reflects the broadest possible legislative provisions that apply to agricultural workers and does not reflect provisions dedicated to agricultural workers engaged in single specific crop (e.g. tea), nor does it reflect provisions dedicated to seasonal workers. A small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category.</p> <ul style="list-style-type: none"> • Paid paternal leave includes both paid leave reserved for fathers of infants or the birth mother's spouse or partner, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by men. • <i>Guaranteed to workers generally, no exclusions based on agricultural work</i> means that workers are guaranteed national paid paternal leave, and legislation does not explicitly guarantee nor deny coverage to agricultural workers. This category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to agricultural workers. • <i>Guaranteed to agricultural workers</i> means that legislation explicitly extends at least some paid paternal leave benefits to agricultural workers—this includes cases where available benefits are less generous than those available to other workers in the private sector. This category also includes countries which make guarantees to agricultural workers broadly, but exclude agricultural workers on small farms that employ fewer than a certain threshold of employees. • In China, there is no guarantee to paid paternal leave in national legislation; however, paid paternity leave is guaranteed in all provinces. At this time, we are unable to verify whether all provinces guarantee paid leave coverage to agricultural workers.

Variable Name	Variable Values	Variable Notes
<p>Do countries guarantee domestic workers access to paid maternal leave?</p> <p>maternal_dom</p>	<p>1: No national paid maternal leave 3: Domestic workers excluded from paid leave 4: Guaranteed to workers generally, no exclusions based on domestic work 5: Guaranteed to domestic workers</p>	<ul style="list-style-type: none"> • <i>Domestic work</i> is defined by the ILO's C189 Domestic Workers Convention as work performed in or for a household or households within an employment relationship. It is estimated that over 80% of domestic workers are engaged in informal employment globally; a small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well. This indicator reflects provisions in national labor and social security legislation and does not reflect provisions specific to non-citizen migrant domestic workers. • Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by women. • <i>Domestic workers excluded from paid leave</i> means that a country's labor and/or social security legislation explicitly excludes domestic workers from rights and entitlements broadly, or specifically from paid maternal leave. This includes countries with national guarantees to paid maternal leave which only extend unpaid maternal leave to domestic workers. It also includes countries with legislative loopholes that exclude workers at small enterprises (e.g. enterprises with fewer than 5 employees). • <i>Guaranteed to workers generally, no exclusions based domestic work</i> means that workers are guaranteed national paid maternal leave, and legislation does not explicitly guarantee nor deny coverage to domestic workers. This category also includes countries which have ratified the ILO's Domestic Workers Convention but do not include explicit guarantees to domestic workers in their national legislation. Additionally, this category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to domestic workers. • <i>Guaranteed to domestic workers</i> means that legislation explicitly extends at least some paid maternal leave benefits to domestic workers—this includes cases where available benefits are less generous than those available to other workers in the private sector. It

Variable Name	Variable Values	Variable Notes
		also includes countries where legislation includes a minimum hourly threshold that domestic workers must meet in order to be eligible for paid maternal leave.
<p>Do countries guarantee domestic workers access to paid paternal leave?</p> <p>paternal_dom</p>	<p>1: No national paid paternal leave 3: Agricultural workers excluded from paid leave 4: Guaranteed to workers generally, no exclusions based on domestic work 5: Guaranteed to domestic workers</p>	<ul style="list-style-type: none"> • <i>Domestic work</i> is defined by the ILO's C189 Domestic Workers Convention as work performed in or for a household or households within an employment relationship. It is estimated that over 80% of domestic workers are engaged in informal employment globally; a small number of countries extend guarantees to paid leave to "informal workers" and those countries are included in this category as well. This indicator reflects provisions in national labor and social security legislation and does not reflect provisions specific to non-citizen migrant domestic workers. • Paid paternal leave includes both paid leave reserved for fathers of infants or the birth mother's spouse or partner, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by men. • <i>Domestic workers excluded from paid leave</i> means that a country's labor and/or social security legislation explicitly excludes domestic workers from rights and entitlements broadly, or specifically from paid paternal leave. This includes countries with national guarantees to paid paternal leave which only extend unpaid paternal leave to domestic workers. It also includes countries with legislative loopholes that exclude workers at small enterprises (e.g. enterprises with fewer than 5 employees). • <i>Guaranteed to workers generally, no exclusions based domestic work</i> means that workers are guaranteed national paid paternal leave, and legislation does not explicitly guarantee nor deny coverage to domestic workers. Additionally, this category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to domestic workers.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • <i>Guaranteed to domestic workers</i> means that legislation explicitly extends at least some paid paternal leave benefits to domestic workers—this includes cases where available benefits are less generous than those available to other workers in the private sector. It also includes countries where legislation includes a minimum hourly threshold that domestic workers must meet in order to be eligible for paid paternal leave. • In China, there is no guarantee to paid paternal leave in national legislation; however, paid paternity leave is guaranteed in all provinces. At this time, we are unable to verify whether all provinces guarantee paid leave coverage to domestic workers.
<p>Do countries guarantee part-time workers access to paid maternal leave?</p> <p>maternal_part</p>	<p>1: No national paid maternal leave 2: Guaranteed to part-time workers working at least 50% of full time 3: Guaranteed to part-time workers working 25-49% of full time 4: Guaranteed to workers generally, no exclusions based on part-time work 5: Guaranteed to part-time workers working less than 25% of full time</p>	<ul style="list-style-type: none"> • <i>Part-time workers</i> are defined by the ILO's C175 Part-Time Work Convention as employees “whose normal hours of work are less than those of comparable full-time workers.” The ILO asserts that part-time work has “grown in importance” over past decades—particularly for women for whom it is currently “the most widespread type of non-standard employment.” This indicator captures legislative entitlements to “<i>part-time workers</i>” as well as entitlements that are conditioned upon working a certain threshold of time in a defined period. A small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well. • Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by women. • Eligibility for paid leave benefits is assessed using individual countries’ threshold for part-time work in relation to weekly hours of full-time work as defined in national labor legislation, regardless of sector. For example, if part-time work is defined as working a minimum average of 20 hours per week in a country with a 40-hour work week, this is calculated as eligibility at 50% of full-time. Threshold calculations are

Variable Name	Variable Values	Variable Notes
		<p>defined in relation to normal full-time hours, and do not include overtime.</p> <ul style="list-style-type: none"> • <i>Guaranteed to workers generally, no exclusions based on part-time work</i> means that workers are guaranteed national paid maternal leave, and legislation does not explicitly guarantee nor deny coverage to part-time workers. This category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to part-time workers. • <i>Guaranteed to part-time workers working less than 25% of full time</i> means that countries explicitly include part-time workers and either: (a) there is a minimum eligibility threshold equivalent to less than 25% of full-time work in that country, (b) there is no explicit definition or threshold for part-time work, (c) part-time work is defined as a maximum (not a minimum) number of hours, or (d) part-time work is defined as “less than full-time.” Countries which prohibit discrimination in labor rights and entitlements on the basis of part-time work are also included in this category.
<p>Do countries guarantee part-time workers access to paid paternal leave?</p> <p>paternal_part</p>	<p>1: No national paid paternal leave 2: Guaranteed to part-time workers working at least 50% of full time 3: Guaranteed to part-time workers working 25-49% of full time 4: Guaranteed to workers generally, no exclusions based on part-time work 5: Guaranteed to part-time workers working less than 25% of full time</p>	<ul style="list-style-type: none"> • <i>Part-time workers</i> are defined by the ILO’s C175 Part-Time Work Convention as employees “whose normal hours of work are less than those of comparable full-time workers.” The ILO asserts that part-time work has “grown in importance” over past decades. This indicator captures legislative entitlements to “<i>part-time workers</i>” as well as entitlements that are conditioned upon working a certain threshold of time in a defined period. A small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well. • Paid paternal leave includes both paid leave reserved for fathers of infants or the birth mother’s spouse or partner, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by men. • Eligibility for paid leave benefits is assessed using individual countries’ threshold for part-time work in relation to weekly hours of

Variable Name	Variable Values	Variable Notes
		<p>full-time work as defined in national labor legislation, regardless of sector. For example, if part-time work is defined as working a minimum average of 20 hours per week in a country with a 40-hour work week, this is calculated as eligibility at 50% of full-time. Threshold calculations are defined in relation to normal full-time hours, and do not include overtime.</p> <ul style="list-style-type: none"> • <i>Guaranteed to workers generally, no exclusions based on part-time work</i> means that workers are guaranteed national paid paternal leave, and legislation does not explicitly guarantee nor deny coverage to part-time workers. • <i>Guaranteed to part-time workers working less than 25% of full time</i> means that countries explicitly include part-time workers and either: (a) there is a minimum eligibility threshold equivalent to less than 25% of full-time work in that country, (b) there is no explicit definition or threshold for part-time work, (c) part-time work is defined as a maximum (not a minimum) number of hours, or (d) part-time work is defined as “less than full-time.” Countries which prohibit discrimination in labor rights and entitlements on the basis of part-time work are also included in this category. • In China, there is no guarantee to paid paternal leave in national legislation; however, paid paternity leave is guaranteed in all provinces. At this time, we are unable to verify whether all provinces guarantee paid leave coverage to part-time workers.

Paid Leave for the Adoption of an Infant

Variable Name	Variable Values	Variable Notes
Do adoptive families have access to as much paid	1: No paid parental leave 2: No paid leave for adoptive families	<ul style="list-style-type: none"> • To compare the duration of leave available for adoptive families with that available for birth families, we considered only paid leave available after the birth of an infant. In most countries, birth parents

Variable Name	Variable Values	Variable Notes
<p>parental leave as birth families?</p> <p>(adopt_lv)</p>	<p>3: Adoptive families have less leave than birth families</p> <p>5: Equal duration of leave for adoptive families</p>	<p>may take paid leave prior to delivery to support their health. The duration of paid leave available prior to delivery is excluded from calculations.</p> <ul style="list-style-type: none"> • <i>No paid parental leave</i> means that there is no paid leave available for parents for either the birth or adoption of an infant. • <i>No paid parental leave for adoptive families</i> means that while there is paid leave available for birth parents, there are no specific provisions for parents who legally adopt an infant. • Paid leave for fostering an infant or for fostering to adopt an infant is not included unless the same policy applies to adoption leave. In some countries, paid leave for adoption is only available for infants or the duration is longer.
<p>Is there gender equality in the duration of paid leave for adoption?</p> <p>(genderequal_adopt)</p>	<p>1: No paid leave for adoption</p> <p>2: Only women can take paid leave for adoption in two-parent families</p> <p>3: Men can take paid adoption leave, but for a shorter period than women</p> <p>5: Gender equality in duration of paid adoption leave</p>	<ul style="list-style-type: none"> • This variable examines gender disparities in access to and duration of paid leave for adoption. Unlike paid leave available for the birth of an infant where small gender disparities may be justified to support maternal health and establish breastfeeding, there is no biological justification for gender disparities in paid leave for adoption. These disparities can reinforce outdated norms that women are caregivers and men are breadwinners. • In assessing whether leave is available to men and women, we applied eligibility criteria regardless of the terminology used to describe the leave. For example, Vietnam provides employees who are adopting an infant with what translates as “maternity” leave until the child reaches 6 months. However, the legislation further specifies that if both parents meet the eligibility requirements, only one of them can take the leave. For our analyses, we treat this paid adoption leave as leave that can be taken by either a mother or a father. • <i>No paid parental leave for adoptive families</i> means there are no specific provisions for parents who legally adopt an infant to take paid leave. This category includes both countries that have paid parental leave available for birth parents and countries that do not.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • <i>Only women can take paid leave for adoption in two-parent families</i> means that paid leave for adoption is gender restrictive. In some countries, men may be able to take paid leave if they are the sole adopter, but not in two-parent different-sex couples. • <i>Gender equality in duration of paid adoption leave</i> means that there is no gender disparity in the duration of paid leave available. In some countries, however, while adopting fathers have access to the same duration of leave as adopting mothers, it is at a lower payment rate. • Paid leave for fostering an infant or for fostering to adopt an infant is not included unless the same policy applies to adoption leave. In some countries, paid leave for adoption is only available for infants or the duration is longer.

Policies to Support Breastfeeding

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: No, none 3: Either maternal leave or breastfeeding breaks 5: Both	<ul style="list-style-type: none"> <i>Paid maternal leave</i> includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave, which is leave available to either parent of an infant that can be taken by women. <i>No, 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>Either maternal leave or breastfeeding breaks</i> means that women are guaranteed either at least 6 months of paid maternal leave, or paid breastfeeding breaks at work for at least six months (but not both options). <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

Variable Name	Variable Values	Variable Notes
		their maternal leave entitlement expires to continue breastfeeding their infant.