MACHEquity
MATERNAL AND CHILD HEALTH EQUITY PROJECT

Longitudinal Policy Data

Public Use Data Dictionary

PUBLIC USE DATA DICTIONARY

CONTENTS

ABOUT THE DATA

OVERVIEW OF MACHEQUITY

The overall objective of the Maternal and Child Health Equity (MACHEquity) research program is to examine how social policies focused on reducing poverty, income and gender inequality have an impact on the burden of disease among children and women under the age of 50. Supported by the Canadian Institutes of Health Research (CIHR/IRS), MACHEquity brings together an international group of researchers to work with unprecedented data on social policies and household-level survey data. The program creates longitudinal datasets and makes them available to co-investigators and collaborators to facilitate empirical research and provides mentorship and training to a new generation of investigators.

In creating these datasets, 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 info@machequity.com to report the error. Please provide a link to the relevant law from which the information can be verified.

DATA SOURCES

For most of our datasets, we preferred national legislation over secondary sources of information. Such primary sources allowed us to better understand the law or policy and helped us avoid errors that might have been introduced in the secondary sources. Documents were reviewed in their original language or in a translation into one of the UN's official languages.

If primary sources were not available, secondary sources such as national reports on policies and laws to the UN and to official global and regional bodies were used instead, after a review of their reliability and of the consistency and comparability of their methodology across countries. Secondary sources were also consulted to clarify or complement information available through primary sources.

Additional specific source used for each database are listed under the corresponding database section below.

CODING PROCESS

Coding is the process by which an individual researcher takes a piece of information in legislation or policy and translates it into a set of features that can be quantitatively analyzed, and readily understood and shared. To capture the information as reliably as possible, coding was carried out whenever feasible by team members fluent in the relevant language of the original documents or in the language into which it had been translated.

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

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

BUILDING OF LONGITUDINAL DATABASES

To build our longitudinal data we have collaborated with the WORLD Policy Analysis Center (WORLD) to draw on their unique set of policy databases. As a first step, researchers reviewed the date of the source used in coding of the 2012 WORLD databases. When a national law used in the 2012 databases had been enacted before 1995 and had not been amended or repealed since, it was assumed that its provisions remained applicable from 1995 through 2012. The same text was therefore used to code all variables for that particular country between 1995 and 2012.

When a national law used to code the 2012 databases was enacted sometime between 1995 and 2012, the same text was used to code variables in the years after the law was enacted, and researchers then searched for the legislation that was in force in the preceding years. All variables between 1995 and that later law would be coded using the original full-text prior legislation. The most current and in-force laws were always located first, and changes in legislation were thereafter traced back to 1995.

As a last step, researchers compared the sources used in coding of the 2012 database with the recent version of the WORLD database (2014), which uses the most current and in-force legislation. That comparison allowed researchers to fill in 2013 data points by recording any changes in policy that occurred between 2012 and 2014.

LIMITATIONS

Our databases focus on national policies and therefore do not capture subnational differences or policies based on collective agreements available to subgroups of employees. In countries with federal systems, if there is no federally-enacted policy, then the policy applicable to the highest proportion of the population is recorded for the entire country (i.e. the most populated state/province guarantee is coded as applying to the entire country) If a majority of a country's population resides in states or provinces that have no policy for a particular issue, then the entire country is coded as not having that policy.

In addition, our databases record the existence of policies and not their level of implementation. To our knowledge, there is currently no global source providing historical data or comprehensive information on implementation of policies.

MINIMUM AGE OF MARRIAGE

McGill University's MACHEquity team expanded longitudinally the Child Marriage policy database originally created by WORLD. Longitudinal data was collected for every year between 1995 and 2012 for a subset of indicators for the 121 low-and middle-income countries (LMICs) currently included in the Demographic and Health Surveys (DHS) and Multiple Indicator Cluster Surveys (MICS).

The legislation used in coding was located primarily through official country websites, the Lexadin World Law Guide, the Foreign Law Guide, the International Labour Organization (ILO)'s NATLEX database, the Pacific Islands Legal Information Institute, the Asian Legal Information Institute, and JaFBase. In some cases, hard copies and electronic copies of legislation were obtained from university and law libraries around the world.

Additionally, analysts reviewed the reports submitted by countries to the monitoring committees of the Convention on the Rights of the Child (CRC) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and reports detailing the committees' concluding observations between 1995 and 2013.

MATERNITY LEAVE AND BREASTFEEDING BREAKS AT WORK

McGill University's MACHEquity team expanded longitudinally the Adult Labour policy database originally created by WORLD. Longitudinal data was collected for every year between 1995 and 2013 for a subset of indicators for 197 U.S.-recognized countries.

The primary sources of information were national labor and social security laws. The full-text copies of these laws, in addition to the corresponding information on their history of amendment and repeal, were located mainly through the International Labour Organization (ILO)'s NATLEX database, as well as through other sources such as the ILO's Working Conditions Laws Database, TRAVAIL. When full-text labor legislation was not available through NATLEX or TRAVAIL, researchers located this legislation through official country websites, as well as other sources, such as the World Bank's Women, Business and the Law, Lexadin, and the World Legal Information Institute. In some cases, hard copies of legislation were obtained from university and law libraries around the world.

When we were unable to locate labour laws we used the Social Security Programs throughout the World (SSPTW) database and other supplemental sources. We also used SSPTW to complement legislative information about paid leave policies because specifics, such as wage

replacement rates, are not included in some labor codes but rather are mandated by social security policies. SSPTW reports were reviewed for every country in our database for which they were available.

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

- The ILO's Maternity Protection Database and Working Time Databases.
- ILO's Conditions of Work Digest: Maternity and Work, Vol. 13. 1994
- OECD Family Database
- International Network on Leave Policies and Research, Cross-Country Comparisons

MINIMUM WAGE

To capture the evolution and current state of minimum wage policies and levels in LMICs, MACHEquity designed a longitudinal database to collect annual observations of minimum wage levels between 1999 and 2013. With the purpose of facilitating analyses using existing household survey data, we specifically looked at the implementation of a minimum wage policies across 121 LMICs surveyed by the DHS and/or by MICS up to 2013.

To construct this database, MACHEquity built on the data already collected by the ILO Global Wage Database, which contains longitudinal information on minimum wage levels for 178 countries up to 2011. Our current database complements this data collection by closing existing data gaps and by adding two additional years of data – 2012 and 2013 – following ILO's coding rules when possible. This process was completed using the Country Reports on Human Rights Practices which detail internationally recognized individual, civil, political, and worker rights, as set forth in the Universal Declaration of Human Rights and other international agreements. The Human Rights Reports are published annually by the U.S. Department of State for all countries receiving assistance and all United Nations member states to the U.S. Congress.

When the Country Reports on Human Rights Practices were insufficient to procure the specific minimum wage level for specific years or countries, MACHEquity resorted to three secondary sources: a) labor and/or wage legislation as collected through NATLEX, b) the ILO TRAVAIL legal database and official ILO memoranda, and c) official government legislation, announcements, databases, and press releases from online, country-specific government websites.

In a handful of cases, when the sources outlined above did not yield any information suitable for coding or when information for particular countries was lacking but non-official country-specific sources did provide useful data, we coded from these non-official sources after careful consideration. In choosing these sources, we gave priority to those that embodied national labor and/or business organizations, such as worker union federations and chambers of commerce. When coding information from these sources, we aimed to ensure that the information they contained could be made consistent with the information captured from our main sources.

In practical terms, the creation of our longitudinal minimum wage database consisted of completing and enhancing the country-specific minimum wage data contained in the ILO Global Wage database by coding the already-captured national, sectoral, occupational, or regional minimum wage according to each country's case. Minimum wage levels apply to private sector employees in the vast majority of countries, with the exception of socialist economies (e.g. Cuba, North Korea, and Vietnam) where the government has traditionally been one of the largest employers. For a few countries where the ILO coded the public sector minimum wage and the government is not the largest employer, we used the applicable private sector minimum wage level instead of the ILO coding. In the cases where the minimum wage was sector-specific or occupation-specific, we captured the specific wage level already coded by the ILO Global Wage database, which defaulted for most countries as the wage level applicable to the manufacturing sector or unskilled workers.

All minimum wage levels were coded as monthly rates, by converting any non-monthly rates into monthly ones following country-specific monthly wage formulae used by the ILO Global Wage database. When coding countries not originally included in this database, non-monthly rates were converted to monthly figures by using the legislated length of workdays and workweeks and assuming 52 weeks and 12 months in a year (as done by the ILO Global Wage database). In those cases where minimum wage levels change during a specific year, we coded the minimum wage level applicable at the end of that year. These guidelines were adopted with the objective of ensuring a consistent and analyzable database of minimum wage levels over time and across countries.

DATA

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

COUNTRY IDENTIFER 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]	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: February 2014)

[1] The World Bank does not have data on income-level categories for four countries (Cook Islands, Holy See, Nauru, and Niue). Country income data was obtained from additional sources and countries were classified based on the World Bank's published category cut-offs.

MINIMUM AGE FOR MARRIAGE POLICY

To look at change over time, variables in this dataset capture laws in 121 low-and middle-income countries that have been surveyed as part of DHS or MICS. Data is available annually from 1995 till 2012.

Variable Name	Variable Description	Variable Values
In (year), what was the minimum age of marriage for girls? (minage_fem_leg_xx)	1: No minimum age 2: 9 to 13 years old 3: 14 or 15 years old 4: 16 or 17 years old 5: 18 years old or older	• This longitudinal variable tells us the age at which girls can legally be married. • In some countries, the approval of a guardian is required for females to marry at any age. The minimum age of marriage with guardian approval is reflected in the data for this variable. • One country allows girls to be married once they reach puberty in 1995-2000. Because there is not an explicit minimum age of marriage, this country is included in the *no minimum age* category.
In (year), was there a gender disparity in the minimum legal age of marriage? (legal_diff_leg_xx)	1: No minimum age for girls and boys 2: Girls can be married 3-4 years younger than boys 3: Girls can be married 1-2 years younger than boys 5: No difference in minimum age	• This longitudinal variable tells us the difference in the age at which girls can legally be married compared to boys. • In some countries, the approval of a guardian is required for females to be married at any age. The minimum age of marriage with guardian approval is reflected in the data for this variable. • There are no cases where the minimum age for boys is younger than the minimum age for girls. • In some countries, the minimum age of marriage for girls is 18years old or older, but legislation specifies a higher minimum age of marriage for boys.
In (year), what was the minimum age of marriage for girls with parental consent? (minage_fem_pc_xx)	1: No minimum age 2: 9 to 13 years old 3: 14 or 15 years old 4: 16 or 17 years old 5: 18 years old or older	• This longitudinal variable tells us the age at which girls can legally be married when parental consent exceptions that lower the minimum age are considered. • This variable includes cases where, in addition to parental consent, legislation requires that marriage is in the interest of the child or that

Variable Name	Variable Description	Variable Values
		the intended spouse is above the age of majority. We do not consider these requirements to be more protective than parental consent alone.
In (year), was there a gender disparity in the minimum legal age of marriage with parental consent? (legal_diff_pc_xx)	1: No minimum age for girls and boys 2: Girls can be married 3-4 years younger than boys 3: Girls can be married 1-2 years younger than boys 5: No difference in minimum age	• This longitudinal variable tells us the difference in the age at which girls can legally be married compared to boys when parental consent exceptions that lower the minimum age are considered. • This variable includes cases where, in addition to parental consent, legislation requires that marriage is in the interest of the child or that the spouse is above the age of majority. We do not consider these requirements to be more protective than parental consent alone. • There are no cases where the minimum age for boys is younger than the minimum age for girls. • In some countries, the minimum age of marriage for girls is 18 years old or older, but legislation specifies a higher minimum age of marriage for boys.

MATERNITY LEAVE AND BREASTFEEDING BREAKS AT WORK POLICY

To look at change over time, variables in this dataset capture laws in 197 U.S.-recognized countries. Data is available annually from 1995 till 2013.

Variable Name	Variable Description	Variable Values
In (year), was paid leave available for mothers of infants? (matleave_xx)	1: No paid leave 2: Less than 14 weeks 3: 14 - 25.9 weeks 4: 26 - 51.9 weeks 5: 52 weeks or more	• This longitudinal variable shows whether countries provided paid leave from work for mothers of infants at any given year between 1995 and 2013. • 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 without distinguishing between prenatal and postnatal portions of leave. • We report the leave available 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 breastfeeding, which is facilitated by paid leave.
In (year) what was the maximum wage replacement rate of paid leave for mothers of infants? (matleave_wrr_xx)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 25% - 65% 4: 66% - 84% 5: 85% - 100%	• This longitudinal variable shows the highest level of wage replacement available during the period of paid leave available to new mothers at any given year between 1995 and 2013. • 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 shows the highest level of wage replacement available over the course of the leave. • A flat rate means all mothers receive the same amount while taking

Variable Name	Variable Description	Variable Values
		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.
In (year), were mothers of infants guaranteed breastfeeding breaks at work? (bf_dur_xx)	1: No guarantee 2: Until infant is 1 – 5.9 months old (paid or unpaid) 3: Unpaid until infant is at least 6 months old 5: Paid until infant is at least 6 months old	• This longitudinal variable tells us whether women were guaranteed the right to breaks for breastfeeding upon their return to work after childbirth, requiring workplaces to provide time for a mother to feed her infant or express milk, in any given year between 1995 and 2013. • 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.
In (year), were working mothers guaranteed options to facilitate paid breastfeeding for at least 6 months? (mat_bfeed_6mon_xx)	1: No guarantee 2: Only one option (Maternal leave or breastfeeding breaks) 3: Leave and breaks	• This longitudinal variable tells us whether mothers were guaranteed working conditions that support breastfeeding an infant for at least the 6 months recommended by the World Health Organization in any given year between 1995 and 2013. • 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.

Variable Name	Variable Description	Variable Values
		• *No, guarantee* 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. • *Only one option (Maternal leave or breastfeeding breaks)* means that women are only guaranteed either paid maternal leave or paid breastfeeding breaks at work for at least six months. • *Leave and breaks* 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.

MINIMUM WAGE POLICY

To look at change over time, variables in this dataset capture laws in 121low-and middle-income countries that have been surveyed as part of the DHS or MICS. Data is available annually from 1999 till 2013.

Variable Name	Variable Description	Variable Values
At what level are minimum wages set per day? (minwage_ppp_2013)	1: No national minimum wage 2: $2.00 PPP or less 3: $2.01 - $4.00 PPP 4: $4.01 - $10.00 PPP 5: $10.01 PPP or more	• This variable tells us the level of minimum wage established by law. For international comparability, 2013 wages were converted to a daily rate and adjusted for the buying power of the local currency using a purchasing power parity (PPP) adjustment. • *No minimum wage* includes cases where a minimum wage policy existed but a minimum wage level was not set, there was no minimum wage framework, or the minimum wage policy was abolished or suspended before 2013. • To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies. All PPP conversion factors were obtained from the World Bank's Development Indicators (WDI) database. • Minimum wage levels apply to private sector employees in the vast majority of the countries, with the exception of socialist economies where the public sector is the largest employer.
How has the level of minimum wage changed between 1999 and 2013? (mw_overtime)	-9: Introduced after 1999 1: No minimum wage or abolished before 2013 2: Negative real growth in minimum wage 3: Growth lags per capita GDP growth 4: Growth exceeds per capital GDP growth	• This longitudinal variable tells us how real monthly minimum wage levels have grown over the 1999-2013 period and whether such growth lagged behind productivity growth as measured by real GDP per capita. • Minimum wage levels apply to private sector employees in the vast majority of the countries, with the exception of socialist economies where the public sector is the largest employer. • To determine the real value of minimum wage, country-specific inflation factors were used to adjust for annual changes in the purchasing power of money.

Variable Name	Variable Description	Variable Values
		• *Introduced after 1999* means that a minimum wage policy was introduced only after 1999, so calculations of change over time may not be comparable to other countries. • *No minimum wage or abolished before 2013* means that a minimum wage policy existed but a minimum wage level was not set, there was no framework to establish a minimum wage, or minimum wage policy was • *Negative real growth in minimum wage* means that after adjusting for changes in the purchasing power of money within a country and over time, the minimum wage level was lower in 2013 when compared to 1999. • *Growth lags per capita GDP growth* means that while the real minimum wage increased over time, the growth in real minimum wage was lower than growth in real GDP per capita over the 1999-2013 period, suggesting that real minimum wage growth lagged behind growth in labor productivity. • *Growth exceeds per capita GDP growth* means that growth in real minimum wages was higher than growth in real GDP per capita over the 1999-2013 period, suggesting that real minimum wage growth exceeded growth in labor productivity.