



**WORLD Policy
Analysis Center**

Gender

Public Use Data Dictionary



GENDER PUBLIC USE DATA DICTIONARY

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ABOUT THE DATA

OVERVIEW OF ORGANIZATIONS

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

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

BUILDING THE DATA CENTER

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

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

DATA SOURCES

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

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

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

CODING FRAMEWORKS

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

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

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

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

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

CODING PROCESS

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

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

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

ACCURACY, ANALYSIS, AND UPDATING

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

NATIONAL AND SUBNATIONAL LEVELS

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

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

THE CONSTITUTIONS DATABASE

This database relies exclusively on primary constitutional texts in force as of May 2014, in a constitution's original language whenever possible or translated into an official UN language when this was not possible. Additional legislation was included in the database only when the constitution explicitly referenced it. Although the vast majority of countries have codified written constitutions, a few countries (e.g., the United Kingdom, Canada, New Zealand and Israel) either have no written codified constitution or have a series of constitutional laws rather than a

single text. In these cases, those documents or laws that are considered to be constitutional either by the country itself or by the legal community were identified.

CASE LAW

Our current database is a reflection of what is explicitly written in constitutions. Litigation can play an important role in creating a body of jurisprudence that can further extend women's constitutional protections beyond what is contained in the constitutional text itself. Given that the scope of the project includes 197 countries and Beijing Platform Signatories, and that the role and strength of case law varies substantially across countries, we were unable to include an analysis of case law relevant to the rights reported. Including case law in future analyses will be important to understand more fully the extent to which equal rights are protected in different countries.

THE EDUCATION DATABASE

The WORLD Policy Analysis Center analyzed qualitative reports, national policies, and legislation to determine the educational conditions experienced by children around the world. Information on education policies of UN member states were collected and analyzed primarily from the following sources:

- UNESCO International Bureau of Education (IBE) reports: the fifth (2003), sixth (2006/2007), and seventh editions (2010/2011), including all reports available as of June 2014; and
- 48th International Conference on Education (2008) reports; and
- Planipolis

When these sources had incomplete information on policies affecting access to and quality of education, they were supplemented by analyzing information available through the following sources:

- Millennium Development Goals Reports (2003-2010) and Education for All Mid-Decade Assessment Reports (available through Planipolis);
- Eurydice – Network on education systems and policies in Europe;

We did not capture nations' "plans" for educational regulations when they focused solely on goals for the future rather than the present situation. As education policy is often made at the subnational level and country reports to UNESCO frequently contain subnational information, our data reflect provisions that apply to the majority of states or provinces in the country.

When countries do not split their education systems according to primary, lower secondary and upper secondary, we assigned these categories based on the available information on levels of schooling to increase comparability across countries. Stages of schooling were established as follows:

- A small number of countries split primary school into levels but do not split secondary school into levels.
- For comparability, when countries have 8 or more years of primary school and split it into a lower and upper level (but do not split secondary school), the upper level of primary is treated as lower secondary.

When countries do not split secondary into levels, we apply the general secondary data to both levels of secondary education.

THE CHILD MARRIAGE DATABASE

The Child Marriage database was created through a systematic review of legislation available as of June 2013. The legislation 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 libraries such as the Swiss Institute for Comparative Law, the University of California Los Angeles (UCLA) Law Library, the Harvard Law School Library, and the Northwestern University Library. The database captures national-level legislation. In countries where minimum age of marriage laws are set at the state or provincial level we coded based on the lowest minimum age provisions. Given that the scope of the project includes 197 countries Beijing Platform Signatories, and that the role and strength of case law varies substantially across countries, we were unable to include an analysis of case law relevant to legal provisions for the minimum age of marriage. Including case law in future analyses will be helpful to better understand the minimum age of marriage permitted by law.

When legislation was not available from these sources, analysts reviewed the most recent 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), as well as the reports detailing the committees' concluding observations.

THE ADULT LABOR DATABASE

The WORLD Policy Analysis Center created the Adult Labor Database through a systematic review of labor legislation available as of February 2014, complemented by information from secondary sources. The primary sources of information were national labor and social security laws. The full-text copies of these laws, in addition to the corresponding information on their history of amendment and repeal, were located mainly through the International Labour Organization (ILO)'s NATLEX database, as well as through other trustworthy sources such as the ILO's Working Conditions Laws Database, TRAVAIL. When full-text labor legislation was not available through NATLEX or TRAVAIL, researchers located this legislation through official country websites, as well as other sources, such as the World Bank's Women, Business and the Law, Lexadin, and the World Legal Information Institute. In some cases, hard copies of legislation were obtained from libraries such as the Swiss Institute for Comparative Law, the UCLA Law Library, the Harvard Law Library, and the McGill University library.

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

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

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

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

DATA

Data was available for constitutions (Constitutions Database) in force as of May 2014 in all 197 US-recognized countries and Beijing Platform Signatories. In a few cases, the constitutional text was insufficient to determine whether countries have universal suffrage or an elected legislature. In these cases, the relevant variable is blank in the dataset.

For data on laws and policies (Education, Child Marriage, and Adult Labor Databases), exhaustive methods were used to collect data, but comparable information was not always available for all 197 U.S.-recognized countries and Beijing Platform Signatories for every indicator as of June 2014. 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	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.

Variable Name	Variable Values	Variable Description
CEDAW ratification status (cedaw)	1: CEDAW ratified 0: CEDAW not ratified	<ul style="list-style-type: none"> • <i>CEDAW ratified</i> means the country has ratified CEDAW. • <i>CEDAW not ratified</i> means the country has not ratified CEDAW. • This variable can be merged with data from the Adult Labor, Breastfeeding, Child Marriage, Constitutions, and Education data sets to assess whether countries are meeting their CEDAW commitments in those areas.

THE CONSTITUTIONS DATABASE

Variable Name	Variable Values	Variable Description
Year constitution was adopted (const_year_adopt)		Four-digit year constitution was adopted
Was the country's constitution adopted before or after it ratified CEDAW? (cedaw_const)	1: Constitution adopted after or in the same year as CEDAW ratification 0: Constitution adopted before CEDAW ratification	<ul style="list-style-type: none"> • <i>Constitution adopted after or in the same year as CEDAW ratification</i> means that the country adopted its constitution after or in the same year that the country ratified CEDAW • <i>Constitution adopted before CEDAW ratification</i> means that the country adopted its constitution before the country ratified CEDAW
Does the constitution protect girls' right to equality in education? (qor_equaledu_2)	1: No, none 2: General right to education, not gender specific 3: Aspirational for girls 4: General right to education and broad protection from gender discrimination 5: Guaranteed for girls	<ul style="list-style-type: none"> • The right to education is considered to be protected for girls when the following are explicitly granted to both boys and girls or are granted in general and the constitution states that individuals enjoy rights on an equal basis regardless of gender: the right to education, the right to education at all levels, the right to compulsory education, the right to free education, and the prohibition of discrimination in education. • <i>No, none</i> means that the constitution does not explicitly protect the right to education for girls. This does not mean that the constitution denies this right, but that it does not explicitly include it for girls or all citizens. • <i>General right to education, not gender specific</i> means that the constitution guarantees citizens the right to education, but does not specifically protect girls' right to education. • <i>Aspirational for girls</i> means that the constitution protects the right to education for girls but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might

Variable Name	Variable Values	Variable Description
		<p>state that the country aims to ensure girls have the right to education.</p> <ul style="list-style-type: none"> • <i>General right to education and broad protection from gender discrimination</i> means that the constitution guarantees the right to education to citizens and provides general protection against discrimination based on gender, but does not specifically protect girls from discrimination in education. • <i>Guaranteed for girls</i> means that the constitution guarantees the right to education for girls or protects against gender discrimination in education in authoritative language. For example, constitutions in this category might guarantee protection against discrimination in education based on gender or make it the state's responsibility to ensure this right for boys and girls.
<p>What type of right to primary education does the constitution guarantee for girls?</p> <p>(qor_priedu_2)</p>	<p>1: No relevant provision 2: Aspirational free 3: Guaranteed right to primary for girls, but not free 4: Guaranteed free to citizens 5: Guaranteed free and compulsory to citizens</p>	<ul style="list-style-type: none"> • Right to primary education means the constitution explicitly mentions a right to primary education or education generally. • <i>No relevant provision</i> means that the constitution does not explicitly guarantee either a right to primary education for girls or a right to free primary education for citizens. This does not mean that the constitution denies girls the right to primary education or free primary education, but that it does not explicitly include either of these rights. If the right to primary education is only guaranteed universally and there are no specific provisions to encourage girls' enrollment either by protecting them from discrimination or ensuring that primary education is free, the country will appear as not having a relevant provision. • <i>Aspirational free</i> means that the constitution protects the right to free primary education, but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country intends to provide free primary education. • <i>Guaranteed right to primary for girls, but not free</i> means that the constitution guarantees the right to primary education for girls or protects against gender discrimination in education in authoritative language. However, constitutions in this category do not guarantee that education is free which may limit girls' ability to attend school. • <i>Guaranteed free to citizens</i> means that the constitution guarantees the right to free education to all children or specifically to girls, in authoritative

Variable Name	Variable Values	Variable Description
		<p>language, either generally or specifically at the primary level. However, constitutions in this category do not guarantee that primary education is compulsory.</p> <ul style="list-style-type: none"> • <i>Guaranteed free and compulsory to citizens</i> means that the constitution guarantees both the right to free and the right to compulsory education in authoritative language to all children or specifically to girls, either generally or specifically at the primary level.
<p>What type of right to secondary education does the constitution guarantee for girls?</p> <p>(qor_secedu_2)</p>	<p>1: No relevant provision 2: Aspirational free 3: Guaranteed right to secondary for girls, but not free 4: Guaranteed free to citizens 5: Guaranteed free and compulsory to citizens</p>	<ul style="list-style-type: none"> • Right to secondary education means the constitution explicitly mentions a right to secondary education, education for at least 11 years, or education until children have reached the age of 16. • <i>No relevant provision</i> means that the constitution does not explicitly guarantee either a right to secondary education for girls or a right to free secondary education for citizens. This does not mean that the constitution denies girls the right to secondary education or free secondary education, but that it does not explicitly include either of these rights. If the right to secondary education is only guaranteed universally and there are no specific provisions to encourage girls' enrollment either by protecting them from discrimination or ensuring that secondary education is free, the country will appear as not having a relevant provision. • <i>Aspirational free</i> means that the constitution protects the right to free secondary education, but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country intends to provide free secondary education. • <i>Guaranteed right to secondary for girls, but not free</i> means that the constitution guarantees the right to secondary education for girls or protects against gender discrimination in education in authoritative language. However, constitutions in this category do not guarantee that education is free which may limit girls' ability to attend school. • <i>Guaranteed free to citizens</i> means that the constitution guarantees the right

Variable Name	Variable Values	Variable Description
		<p>to free secondary education to all children or specifically to girls, in authoritative language. However, constitutions in this category do not guarantee that secondary education is compulsory.</p> <ul style="list-style-type: none"> • <i>Guaranteed free and compulsory to citizens</i> means that the constitution guarantees both the right to free and the right to compulsory secondary education in authoritative language to all children or specifically to girls.
<p>Does the constitution guarantee medical care treatment to women and girls?</p> <p>(qor_medcare_2)</p>	<p>1: No relevant provision 2: General guarantee, not specific to women 3: Aspirational for women 4: General right to medical care and broad protection from gender discrimination 5: Guaranteed to women</p>	<ul style="list-style-type: none"> • The right to medical services includes “curative services,” “health-care services,” “disease treatment,” or discussion of the state’s responsibility to restore/rehabilitate health. • <i>No relevant provision</i> means that the constitution does not explicitly mention the right to medical services for women. This does not mean that the constitution denies this right, but that it does not explicitly include it for women or all citizens. • <i>General guarantee, not specific to women</i> means the constitution explicitly guarantees the right to medical services to all citizens, but does not explicitly address health protections for women or guarantee that women enjoy equal rights. • <i>Aspirational for women</i> means that the constitution protects the general right to medical services for women but does not use language strong enough to be considered a guarantee. For example, the nation intends to provide medical services for women or within the limit of the state’s resources, it will provide health care to citizens and women enjoy equal rights as men. • <i>General right to medical care and broad protection from gender discrimination</i> means that the constitution guarantees the right to medical care treatment to citizens and provides general protection against discrimination based on gender, but does not specifically guarantee women a right to medical care treatment. • <i>Guaranteed to women</i> means that the constitution explicitly guarantees the right to medical services to women in authoritative language. For example, constitutions in this category might guarantee citizens’ right to medical services and guarantee that women enjoy equal social and economic rights as men.

Variable Name	Variable Values	Variable Description
<p>Does the constitution guarantee protection of public health to women and girls?</p> <p>(qor_publichealth_2)</p>	<p>1: No relevant provision 2: General guarantee, not specific to women 3: Aspirational for women 4: General guarantee of public health and broad protection from gender discrimination 5: Guaranteed to women</p>	<ul style="list-style-type: none"> • The right to public health includes the “defense of public health,” “access to preventive services,” “illness prevention,” etc. Each of these can be guaranteed in broad terms, such as the statement of a right to public health, and/or can be phrased more specifically, such as access to immunizations and health education. We considered the broad right to public health to be guaranteed when explicitly stated, or when these types of specifics appeared within a broader applicable context. For example, if access to immunizations was mentioned within the context of the protection of public health or disease prevention, the right to public health was considered granted, but if it appeared alone, the overall right to public health was not considered guaranteed. • <i>No relevant provision</i> means that the constitution does not explicitly mention the right to public health for women. This does not mean that the constitution denies this right, but that it does not explicitly include it for women or all citizens. • <i>General guarantee, not specific to women</i> means that the constitution guarantees the right to public health for citizens, but does not include a provision guaranteeing women equal rights broadly. • <i>Aspirational for women</i> means that the constitution protects the right to public health for women but does not use language strong enough to be considered a guarantee in addressing the right to public health. For example, the nation will endeavor to protect public health and women enjoy equal rights as men. • <i>General guarantee of public health and broad protection from gender discrimination</i> means that the constitution guarantees the right to public health to citizens and provides general protection against discrimination based on gender, but does not specifically guarantee women the right to public health. • <i>Guaranteed to women</i> means that the constitution explicitly guarantees the right to public health to women in authoritative language. For example, constitutions in this category might guarantee citizens’ right to public health or make it the state’s responsibility to ensure the protection of the right to public health and women are guaranteed equal rights as men.

Variable Name	Variable Values	Variable Description
Does the constitution take any approach to health for women? (qor_anyhealth_2)	1: No, none 2: General approach to health, not specific to women 3: Aspirational for women 4: General approach to health and broad protection from gender discrimination 5: Guaranteed to women	<ul style="list-style-type: none"> Approaches to health include the right to health, public health, or medical services. <i>No, none</i> means that the constitution does not explicitly mention health protections for women. This does not mean that the constitution denies these protections, but that it does not explicitly include them for women or all citizens. <i>General approach to health, not specific to women</i> means that the constitution explicitly guarantees the right to health, public health, or medical services to citizens, but does not specifically guarantee any of these rights to women or broadly protect women from discrimination. <i>Aspirational for women</i> means that the constitution protects the right to health, public health or medical services for women but does not use language strong enough to be considered a guarantee. For example, the nation will endeavor to provide the right to health for women or the state intends to provide medical services to citizens and women enjoy equal rights as men. <i>General approach to health and broad protection from gender discrimination</i> means that the constitution guarantees the right to health, public health, or medical services to citizens and provides general protection against discrimination based on gender, but does not specifically guarantee any approach to health for women. <i>Guaranteed to women</i> means that the constitution explicitly guarantees the right to health, medical services, or public health to women in authoritative language. For example, constitutions in this category might guarantee women's right to health or make it the state's responsibility to ensure the protection of public health and women enjoy equal rights as men.
Does the constitution guarantee protection from discrimination at	1: No relevant provision 2: General protection, not specific to women	<ul style="list-style-type: none"> Protection from discrimination at work includes equality in hiring, promotions and working conditions. <i>No relevant provision</i> means that the constitution does not explicitly protect

Variable Name	Variable Values	Variable Description
<p>work for women? (qor_employ_2)</p>	<p>3: Aspirational or narrow guarantee to women 4: General protection and broad protection from gender discrimination 5: Guaranteed to women</p>	<p>women from discrimination at work. This does not mean that the constitution denies this protection, but that it does not explicitly include it for women or all citizens.</p> <ul style="list-style-type: none"> • <i>General protection, not specific to women</i> means that the constitution guarantees citizens protection from discrimination at work, but does not specifically protect gender discrimination at work. • <i>Aspirational or narrow guarantee to women</i> means that the constitution protects women from discrimination at work but does not use language strong enough to be considered a guarantee or only protects women from discrimination at work in specific areas, such as hiring, promotions, or working conditions. • <i>General protection and broad protection from gender discrimination</i> means that the constitution guarantees citizen's protection from discrimination at work and provides general protection against discrimination based on gender, but does not specifically guarantee women protection from discrimination at work. • <i>Guaranteed to women</i> means that the constitution protects women from discrimination at work in authoritative language. For example, constitutions in this category might guarantee that women may not be discriminated against in any aspect of work. If the constitution specifically guarantees protection from gender discrimination in hiring, promotions, and working conditions, we consider this equivalent to a broad protection from discrimination in work.
<p>Does the constitution guarantee women the right to equal pay for equal work? (qor_pay_2)</p>	<p>1: No relevant provision 3: General guarantee, not specific to women 4: Aspirational 5: Guaranteed</p>	<ul style="list-style-type: none"> • The right to equal pay for equal work is considered to be protected based on gender when it is explicitly granted to women or is granted as a right to all citizens and the constitution states that women and men enjoy rights on an equal basis. • <i>No relevant provision</i> means that the constitution does not explicitly mention the right to equal pay for equal work based on gender. This does not mean that the constitution denies this right, but that it does not explicitly include it for women or all citizens. • <i>General guarantee, not specific to women</i> means that the right to equal pay for equal work is guaranteed for all citizens, but not specifically on the basis

Variable Name	Variable Values	Variable Description
		<p>of gender.</p> <ul style="list-style-type: none"> • <i>Aspirational</i> means that the constitution protects the right to equal pay for equal work based on gender but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to protect the right to equal pay for equal work based on gender. • <i>Guaranteed</i> means that the constitution protects the right to equal pay for equal work based on gender in authoritative language. For example, constitutions in this category might guarantee the right to equal pay for equal work based on gender or make it the state's responsibility to ensure this right.
<p>Does the constitution guarantee women's right of political association?</p> <p>(qor_polassn_2)</p>	<p>1: No relevant provision 2: General guarantee of association, not gender specific 3: Aspirational for women 4: Right of association guaranteed to women, but not political 5: Guaranteed to women</p>	<ul style="list-style-type: none"> • The right of political association is considered to be protected based on gender when it is explicitly granted to women or is granted as a right to all citizens and the constitution states that women and men enjoy political rights on an equal basis. • <i>No relevant provision</i> means that the constitution does not explicitly address the right of political association, association, or assembly based on gender. This does not mean that the constitution denies this right, but that it does not explicitly include it for women or all citizens. • <i>General guarantee of association, not gender specific</i> means that the constitution guarantees citizens the right of political association, association, or assembly, but does not specifically protect women's right to associate. • <i>Aspirational for women</i> means that the constitution protects the right of political association for women but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to ensure women have the right to form political parties. • <i>Right of association guaranteed to women, but not political</i> means that the constitution guarantees the right of association or assembly to women, but does not specifically protect women's right to form or join political parties or to associate politically. • <i>Guaranteed to women</i> means that the constitution guarantees the right of political association to women in authoritative language. For example,

Variable Name	Variable Values	Variable Description
		constitutions in this category might guarantee citizens the right to form and join political parties and guarantee that women enjoy equal political rights as men.
Does the constitution protect women's right to vote? (vote_sex)	1: No universal suffrage 2: Universal suffrage, not gender specific 3: Aspirational for women 4: Universal suffrage and broad protection from gender discrimination 5: Guaranteed to women	<ul style="list-style-type: none"> • <i>No universal suffrage</i> means that the constitution does not provide for elected legislative bodies or an elected executive. • <i>Universal suffrage, not gender specific</i> means that the constitution guarantees citizens the right to vote or outlines eligibility to vote, but does not specifically protect women's right to vote. • <i>Aspirational for women</i> means that the constitution protects the right to vote for women but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to ensure women participate in elections. • <i>Universal suffrage and broad protection from gender discrimination</i> means that the constitution guarantees the right to vote to citizens or outlines eligibility to vote and provides general protection against discrimination based on gender, but does not specifically protect women's right to vote or political rights. • <i>Guaranteed to women</i> means that the constitution guarantees the right to vote for women or guarantees women's political rights and universal suffrage to citizens.
Does the constitution protect women's right to hold legislative office? (leg_sex)	1: No elected legislature 2: Elected legislature, not gender specific 3: Aspirational for women 4: Elected legislature and broad protection from gender discrimination	<ul style="list-style-type: none"> • <i>No elected legislature</i> means that the constitution does not provide for elected legislative bodies. • <i>Elected legislature, not gender specific</i> means that the constitution guarantees citizens the right to hold office or outlines eligibility to hold office, but does not specifically protect women's right to hold office. • <i>Aspirational for women</i> means that the constitution protects the right to hold office for women but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the

Variable Name	Variable Values	Variable Description
	5: Guaranteed to women	<p>country aims to ensure women's ability to hold office.</p> <ul style="list-style-type: none"> • <i>Elected legislature and broad protection from gender discrimination</i> means that the constitution guarantees the right to hold office to citizens or outlines eligibility to hold office and provides general protection against discrimination based on gender, but does not specifically protect women's right to hold office or political rights. • <i>Guaranteed to women</i> means that the constitution guarantees the right to hold office for women or guarantees women's political rights and guarantees that citizens have the right to hold office.
<p>Does the constitution protect women's right to equality in marriage in all aspects including entering, exiting, and within marriage?</p> <p>(qor_marry_2)</p>	<p>-9: May be limited</p> <p>1: No relevant provision</p> <p>2: Aspirational</p> <p>3: Only entering guaranteed</p> <p>4: Guaranteed within or when entering and exiting</p> <p>5: Guaranteed equality in entering, exiting, and within</p>	<ul style="list-style-type: none"> • Equality in entering marriage means that the constitution guarantees that marriage is not forced, that it is entered into with the free consent of spouses, or that men and women have equal rights to marry. Equality in exiting marriage means that spouses have equal rights to divorce or dissolve a marriage. Equality within marriage means that spouses broadly have equal rights, specifically have equal rights surrounding children and/or to property, or that women do not have to give up their civil and political rights upon marriage. • <i>May be limited</i> means that customary or religious law may override some or all constitutional provisions. These may be provisions specific to family law or broader areas such as property, resources, or freedom of movement. This category also includes one country that requires wives to belong to the community of their husband. • <i>No relevant provision</i> means that the constitution does not explicitly protect women's equality in marriage. This does not mean that the constitution denies this right, but that it does not explicitly include it. • <i>Aspirational</i> means that the constitution protects at least one aspect of marriage equality for women but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to ensure women's equality in marriage. • <i>Only entering guaranteed</i> means that the constitution protects equality in entering marriage in authoritative language, but does not explicitly protect equality within or exiting marriage.

Variable Name	Variable Values	Variable Description
		<ul style="list-style-type: none"> • <i>Guaranteed within or when entering and exiting</i> means that the constitution protects equality within marriage in authoritative language or explicitly protects equality in entering and exiting marriage in authoritative language. • <i>Guaranteed equality in entering, exiting, and within</i> means that the constitution protects equality at every phase of marriage in authoritative language.
<p>Does the constitution take any approach to gender equality?</p> <p>(qor_podeorebl_2)</p>	<p>1: No, none 2: General equality guaranteed, gender not mentioned 3: Aspirational 4: Guaranteed, but customary or religious law can supersede 5: Guaranteed</p>	<ul style="list-style-type: none"> • Approaches to gender equality include prohibitions of discrimination against women, guarantees of equal rights, guarantees of equality before the law, and guarantees of overall equality for men and women. • Prohibition of discrimination refers to a general protection against discrimination (e.g. “No one may be discriminated against on the basis of gender”). • Equal rights refer to a guarantee of being able to enjoy rights granted in the constitution (e.g. “Men and women enjoy equal rights”). • Equality before the law refers to a guarantee of equal protection before the law (e.g. “All persons are equal before the law regardless of their sex”). • Equality refers to a guarantee of a general right to equality or equal opportunities (e.g. “The State guarantees equality between men and women”). • <i>No, none</i> means that the constitution does not explicitly mention any approach to equality for all men and women. This does not mean that the constitution denies this right, but that it does not explicitly include it. • <i>General equality guaranteed, gender not mentioned</i> means at least one approach to gender equality is guaranteed for all citizens, but not specifically on the basis of gender. • <i>Aspirational</i> means that the constitution protects at least one approach to gender equality but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to protect or promote gender equality. • <i>Guaranteed, but customary or religious law can supersede</i> means that the constitution guarantees at least one approach to gender equality, but also allows for religious or customary law to prevail over all or parts of the constitution. One country in this category guarantees equality, except when

Variable Name	Variable Values	Variable Description
		<p>the law “takes due account of physiological differences between persons of different sex or gender.”</p> <ul style="list-style-type: none"> • <i>Guaranteed</i> means that the constitution protects at least one approach to gender equality in authoritative language. For example, constitutions in this category might guarantee citizens’ right to gender equality or make it the state’s responsibility to ensure gender equality.
<p>Was the constitution adopted after the Beijing Declaration in 1995?</p> <p>(bpa_adopt)</p>	<p>1 :Yes 0: No</p>	<ul style="list-style-type: none"> • <i>Yes</i> means that the constitution was adopted prior to or in the year 1995. The Beijing Declaration and Platform for Action was adopted in 1995. • <i>No</i> means that the constitution has been adopted after 1995.
<p>Has the constitution been amended after the Beijing Declaration in 1995?</p> <p>(bpa_amend)</p>	<p>1 :Yes 0: No</p>	<ul style="list-style-type: none"> • <i>Yes</i> means that the constitution was last amended prior to or in the year 1995. The Beijing Declaration and Platform for Action was adopted in 1995. • <i>No</i> means that the constitution has been last amended after 1995.

TUITION-FREE BY LEVEL

Variable Name	Variable Description	Variable Values
Is primary education tuition-free? (finbar_prim)	1: Tuition reported 5: Tuition-free	<ul style="list-style-type: none"> <i>Tuition reported</i> means that the country reports charging tuition in primary school. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. <i>Tuition-free</i> includes cases where no tuition is charged in primary school, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available. There is substantial evidence worldwide that when parents cannot afford to educate all of their children, more frequently sons rather than daughters are sent to school.
Is beginning secondary education tuition-free? (finbar_lowsec)	1: Tuition reported 5: Tuition-free	<ul style="list-style-type: none"> <i>Tuition reported</i> means that the country reports charging tuition in the first year of secondary education. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. <i>Tuition-free</i> includes cases where no tuition is charged in the first year of secondary education, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available. There is substantial evidence worldwide that when parents cannot afford to educate all of their children, more frequently sons rather than daughters are sent to school.

Variable Name	Variable Description	Variable Values
Is completing secondary education tuition-free? (finbar_upsec)	1: Tuition reported 5: Tuition-free	<ul style="list-style-type: none"> <i>Tuition reported</i> means that the country reports charging tuition by the last year of secondary education. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. <i>Tuition-free</i> includes cases where no tuition is charged by the last year of secondary education, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available. There is substantial evidence worldwide that when parents cannot afford to educate all of their children, more frequently sons rather than daughters are sent to school.

COMPULSORY BY LEVEL

Variable Name	Variable Description	Variable Values
Is primary education compulsory? (compend_prim)	1: Not compulsory 5: Compulsory	<ul style="list-style-type: none"> <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to go to school. We have looked at each of these factors, as well as national information on the length of primary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory.
Is beginning secondary education compulsory?	1: Not compulsory 5: Compulsory	<ul style="list-style-type: none"> <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to go to school. We have looked at each of these factors, as well as

(compend_lowsec)		national information on the length of secondary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory.
Is completing secondary education compulsory? (compend_upsec)	1: Not compulsory 5: Compulsory	<ul style="list-style-type: none"> • <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to go to school. We have looked at each of these factors, as well as <p>national information on the length of secondary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory.</p>

TUITION-FREE AND COMPULSORY BY LEVEL

Variable Name	Variable Description	Variable Values
Is primary education tuition-free and compulsory? (fincomp_prim)	1: Tuition reported 3: Tuition-free, but not compulsory 5: Tuition-free and compulsory	<ul style="list-style-type: none"> • <i>Tuition reported</i> means that the country reports charging tuition in primary school. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. • <i>Tuition-free</i> includes cases where no tuition is charged in primary school, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available. • <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to go to school. We have looked at each of these factors, as well as national information on the length of primary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> There is substantial evidence worldwide that when parents cannot afford to educate all of their children, more frequently sons rather than daughters are sent to school.
<p>Is beginning secondary education tuition-free and compulsory?</p> <p>(fincomp_lowsec)</p>	<p>1: Tuition reported 3: Tuition-free, but not compulsory 5: Tuition-free and compulsory</p>	<ul style="list-style-type: none"> <i>Tuition reported</i> means that the country reports charging tuition in the first year of secondary education. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. <i>Tuition-free</i> includes cases where no tuition is charged in the first year of secondary education, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available. <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to go to school. We have looked at each of these factors, as well as national information on the length of secondary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory. There is substantial evidence worldwide that when parents cannot afford to educate all of their children, more frequently sons rather than daughters are sent to school.
<p>Is completing secondary education tuition-free and compulsory?</p> <p>(fincomp_upsec)</p>	<p>1: Tuition reported 3: Tuition-free, but not compulsory 5: Tuition-free and compulsory</p>	<ul style="list-style-type: none"> <i>Tuition reported</i> means that the country reports charging tuition by the last year of secondary education. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. <i>Tuition-free</i> includes cases where no tuition is charged by the last year of secondary education, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available. <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to

Variable Name	Variable Description	Variable Values
		<p>go to school. We have looked at each of these factors, as well as national information on the length of secondary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory.</p> <ul style="list-style-type: none"> • There is substantial evidence worldwide that when parents cannot afford to educate all of their children, more frequently sons rather than daughters are sent to school.

TEACHER-TRAINING REQUIREMENTS

Variable Name	Variable Description	Variable Values
<p>How much education must primary-school teachers complete?</p> <p>(tqual_prim)</p>	<p>1: Lower secondary education 2: Secondary education 3: Bachelor's degree 4: Bachelor's degree with specialized teacher training 5: Master's degree</p>	<ul style="list-style-type: none"> • The minimum level of education is that which national policy requires teachers to have completed in order to instruct students at a given educational level. • <i>Lower secondary</i> usually ends after 9 years of schooling following the beginning of primary education. • <i>Secondary education</i> usually ends after 12 years of schooling following the beginning of primary education. • When a country requires three years of post-secondary education, we consider this to be equivalent to a bachelor's degree for the purpose of comparability across countries. • If no information was available on whether specialized teacher training is required, the country was coded according to the level of education required; e.g. secondary education, bachelor's degree, or Master's degree. • Bachelor's with training includes a bachelor of education or a general bachelor's degree with additional teacher training. • <i>Lower secondary, secondary education, and master's degree</i> include countries that require a teacher to have completed no more than that

Variable Name	Variable Description	Variable Values
		<p>level of education, whether or not they require specialized teacher training.</p> <ul style="list-style-type: none"> • <i>Master's degree</i> consists of a program of study that normally occurs after the successful completion of a bachelor's degree. • Increasing training requirements for teachers is an important step for improving quality of education.
<p>How much education must lower-secondary-school teachers complete?</p> <p>(tqual_lowsec)</p>	<p>1: Lower secondary education 2: Secondary education 3: Bachelor's degree 4: Bachelor's degree with specialized teacher training 5: Master's degree</p>	<ul style="list-style-type: none"> • The minimum level of education is that which national policy requires teachers to have completed in order to instruct students at a given educational level. • <i>Lower secondary</i> usually ends after 9 years of schooling following the beginning of primary education. • <i>Secondary education</i> usually ends after 12 years of schooling following the beginning of primary education. • When a country requires three years of post-secondary education, we consider this to be equivalent to a bachelor's degree for the purpose of comparability across countries. • If no information was available on whether specialized teacher training is required, the country was coded according to the level of education required; e.g. secondary education, bachelor's degree, or Master's degree. • <i>Bachelor's degree with specialized teacher training</i> includes a bachelor of education or a general bachelor's with additional teacher training. • <i>Master's degree</i> consists of a program of study that normally occurs after the successful completion of a bachelor's degree. • <i>Lower secondary, secondary education, and master's degree</i> include countries that require a teacher to have completed no more than that level of education, whether or not they require specialized teacher training. • Increasing training requirements for teachers is an important step for improving quality of education.

Variable Name	Variable Description	Variable Values
<p>How much education must upper-secondary-school teachers complete?</p> <p>(tqual_upsec)</p>	<p>1: Lower secondary education 2: Secondary education 3: Bachelor's degree 4: Bachelor's degree with specialized teacher training 5: Master's degree</p>	<ul style="list-style-type: none"> • The minimum level of education is that which national policy requires teachers to have completed in order to instruct students at a given educational level. • <i>Lower secondary</i> usually ends after 9 years of schooling following the beginning of primary education. • <i>Secondary education</i> usually ends after 12 years of schooling following the beginning of primary education. • When a country requires three years of post-secondary education, we consider this to be equivalent to a bachelor's degree for the purpose of comparability across countries. • If no information was available on whether specialized teacher training is required, the country was coded according to the level of education required; e.g. secondary education, bachelor's degree, or Master's degree. • <i>Bachelor's degree with specialized teacher training</i> includes a bachelor of education or a general bachelor's with additional teacher training. • <i>Master's degree</i> consists of a program of study that normally occurs after the successful completion of a bachelor's degree. • <i>Lower secondary, secondary education, and master's degree</i> include countries that require a teacher to have completed no more than that level of education, whether or not they require specialized teacher training. • Increasing training requirements for teachers is an important step for improving quality of education.

THE CHILD MARRIAGE DATABASE

Variable Name	Variable Description	Variable Values
What is the minimum age of marriage for girls? (minage_fem_leg)	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	<ul style="list-style-type: none"> In 8 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
Is there a gender disparity in the minimum legal age of marriage? (legal_diff_leg)	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	<ul style="list-style-type: none"> In 8 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 8 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.
What is the minimum age of marriage for girls with parental consent? (minage_fem_pc)	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	<ul style="list-style-type: none"> This variable includes cases where, in addition to parental consent, legislation requires that marriage is in the interest of the child or that the intended spouse is above the age of majority. We do not consider these requirements to be more protective than parental consent alone.
Is there a gender disparity in the minimum legal age of marriage with parental consent?	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	<ul style="list-style-type: none"> 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.

Variable Name	Variable Description	Variable Values
(legal_diff_pc)	years younger than boys 5: No difference in minimum age	<ul style="list-style-type: none"> There are no cases where the minimum age for boys is younger than the minimum age for girls. In 8 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.
What is the minimum age of marriage for girls including under customary or religious law? (minage_fem_crlaw)	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	<ul style="list-style-type: none"> In many countries civil law exists alongside parallel customary and religious legal systems. These parallel laws often do not establish an adequate minimum age for marriage, or any at all, weakening civil law prohibitions and exposing girls in particular religious and ethnic communities to early marriage. In 2 countries, girls are allowed to be married once they reach puberty under customary and religious law. Because there is not an explicit minimum age of marriage, these countries are included in the <i>No minimum age</i> category.
When all exceptions are taken into account, what is the minimum age of marriage for girls? (minage_fem_any)	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	<ul style="list-style-type: none"> This variable includes exceptions to the minimum age that permit earlier marriage with parental consent, under religious or customary law, with court or other government approval, and/or when a girl is pregnant or has given birth. In 3 countries, girls are allowed to be married once they reach puberty under certain conditions such as with court approval or in the case of pregnancy. Because there is not an explicit minimum age of marriage, these countries are included in the <i>No minimum age</i> category.
Under what circumstances can 13-year-old girls be married? (protect_13)	1: No restrictions 2: Can marry with parental consent and/or under religious or customary law 4: Only permitted with court	<ul style="list-style-type: none"> <i>No restrictions</i> means that there are no legal restrictions on girls being married at age 13. <i>Can marry with parental consent and/or under religious or customary law</i> means that girls can be married at age 13 with parental permission and/or under religious or customary law. We do not

Variable Name	Variable Description	Variable Values
	approval and/or pregnancy 5: Marriage legally prohibited	<p>consider that these requirements are protective of at-risk children.</p> <ul style="list-style-type: none"> • <i>Only permitted with court approval or pregnancy</i> means girls can be married at age 13 only with approval that is likely to be more protective (such as court or social welfare center approval), or in the case of pregnancy or after the birth of a child. • <i>Marriage legally prohibited</i> means that there are no circumstances in which a 13-year-old girl can legally be married.
Under what circumstances can 15-year-old girls be married? (protect_15)	1: No restrictions 2: Can marry with parental consent and/or under religious or customary law 4: Only permitted with court approval and/or pregnancy 5: Marriage legally prohibited	<ul style="list-style-type: none"> • <i>No restrictions</i> means that there are no legal restrictions on girls being married at age 15. • <i>Can marry with parental consent and/or under religious or customary law</i> means that girls can be married at age 15 with parental permission and/or under religious or customary law. We do not consider that these requirements are protective of at-risk children. • <i>Only permitted with court approval or when pregnant</i> means girls can be married at age 15 only with approval that is likely to be more protective (such as court or social welfare center approval), or in the case of pregnancy or after the birth of a child. • <i>Marriage legally prohibited</i> means that there are no circumstances in which a 15-year-old girl can legally be married.
Under what circumstances can 17-year-old girls be married? (protect_17)	1: No restrictions 2: Can marry with parental consent and/or under religious or customary law 4: Only permitted with court approval and/or pregnancy 5: Marriage legally prohibited	<ul style="list-style-type: none"> • <i>No restrictions</i> means that there are no legal restrictions on girls being married at age 17. • <i>Can marry with parental consent and/or under religious or customary law</i> means that girls can be married at age 17 with parental permission and/or under religious or customary law. We do not consider that these requirements are protective of at-risk children. • <i>Only permitted with court approval or when pregnant</i> means girls can be married at age 17 only with approval that is likely to be more protective (such as court or social welfare center approval), or in the case of pregnancy or after the birth of a child.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>Marriage legally prohibited</i> means that there are no circumstances in which a 17-year-old girl can legally be married.
<p>Is there an exception to the general legal minimum age of marriage for girls who marry under religious or customary law?</p> <p>(except_crlaw)</p>	<p>1: No legislated minimum age of marriage 3: Yes, earlier marriage is legal under religious or customary law 5: No exceptions to minimum age legislation for religious or customary law</p>	<ul style="list-style-type: none"> • In many countries civil law exists alongside parallel customary and religious legal systems. These parallel laws often do not establish an adequate minimum age for marriage, or any at all, weakening civil law prohibitions and exposing girls in particular religious and ethnic communities to early marriage.
<p>Is there an exception to the general legal minimum age of marriage for girls with parental consent?</p> <p>(except_pc)</p>	<p>1: No legislated minimum age of marriage 3: Yes, earlier marriage is legal with parental consent 4: Earlier marriage is legal with parental consent only with additional requirements 5: No exceptions to minimum age legislation based on parental consent</p>	<ul style="list-style-type: none"> • This variable includes cases where, in addition to parental consent, legislation requires that marriage is in the interest of the child or that the intended spouse is above the age of majority. We do not consider these requirements to be more protective than parental consent alone. • <i>Earlier marriage is legal with parental consent only with additional requirements</i>: “additional requirements” may include court or other government approval, pregnancy and/or birth of a child, physical and/or mental maturity, and others.
<p>Is there an exception to the general legal minimum age of marriage for girls in the case of pregnancy and/or birth of a child?</p> <p>(except_preg)</p>	<p>1: No legislated minimum age of marriage 3: Yes, earlier marriage is legal in case of pregnancy and/or birth of a child 5: No exceptions to minimum age legislation in case of pregnancy and/or birth of a child</p>	<ul style="list-style-type: none"> • This variable includes cases where, in addition to pregnancy and/or birth of a child, legislation requires parental consent and/or court approval to permit early marriage.

LEAVE TO CARE FOR INFANTS

Variable Name	Variable Description	Variable Values
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 breastfeeding, which is facilitated by paid leave.
What is the maximum wage replacement rate of paid leave for mothers of infants? (maternal_wrr_ilo)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 25% - 65% 4: 66% - 84% 5: 85% - 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 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 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.

Variable Name	Variable Description	Variable Values
Is paid leave available for both parents? (matandpat)	1: No, neither parent 3: Mothers only 5: 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>Fathers only</i> means that only paid leave specifically designated for fathers of infants is available and there is no gender-neutral leave or maternity leave available. There are no countries that only provide paid leave for fathers. • <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.
Is paid leave available for fathers of infants? (paternal_leave)	1: No paid leave 2: Less than 3 weeks 3: 3 - 13 weeks 5: 14 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.
What is the maximum wage replacement rate of paid leave for fathers of infants? (paternal_wrr_ilo)	1: No paid leave 2: Flat rate 3: 30% - 65% 4: 66% - 84% 5: 85% - 100%	<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 shows the highest level of wage replacement available over the course of the leave.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> A flat rate means all fathers receive the same amount while taking paid leave, regardless of previous salary.
<p>Is paid leave structured to incentivize working fathers to share infant caregiving responsibilities?</p> <p>(dadstoo)</p>	<p>1: No paid for fathers 2: Parental leave but no incentives 3: 2 weeks or fewer reserved for fathers 4: More than 2 weeks reserved for fathers 5: Leave length or payment bonus for fathers sharing leave</p>	<ul style="list-style-type: none"> <i>No paid leave for fathers</i> means that fathers do not have access to paid paternity leave, which is leave reserved for fathers of infants, or paid parental leave, which is leave available to either parent. <i>Parental leave but no incentives</i> means that fathers only have access to paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use paid parental leave. <i>2 weeks or fewer reserved for fathers</i> means that fathers have less than two weeks of paid paternity leave. In these cases, they may have additional leave available through shared parental leave. <i>More than 2 weeks reserved for fathers</i> means that fathers have more than two weeks of paid paternity leave. <i>Leave length or payment bonus for fathers sharing leave</i> means there are incentives for parents to share their parental leave. Parents may receive additional leave if both parents use parental leave or a higher payment while they are on leave. These measures encourage fathers to take parental leave.
<p>Are at least 4 weeks of paid leave available for both parents of infants?</p> <p>(matandpat_4)</p>	<p>1: No, neither parent 2: Mothers only 3: 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>Fathers only</i> means that only paid leave specifically designated for fathers of infants is available for at least 4 weeks and there is no gender-neutral leave or maternity leave available for at least 4 weeks. There are no countries that only provide paid leave for fathers. <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

Variable Name	Variable Description	Variable Values
		parental leave that can be used by either parent, or a combination of these types of leave.
Are mothers of infants guaranteed breastfeeding breaks at work? (bf_dur_14)	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	<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 options to facilitate paid breastfeeding for at least 6 months? (mat_bfeed_6mon_14)	1: No guarantee 2: Only one option (Maternal leave or breastfeeding breaks) 3: Leave and breaks	<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>No, guarantee</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>Leave and breaks</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

Variable Name	Variable Description	Variable Values
		duration of their maternal leave entitlement expires to continue breastfeeding their infant.

LEAVE TO CARE FOR FAMILY NEEDS PAST INFANCY

Variable Name	Variable Description	Variable Values
Are working women and men guaranteed leave specifically for children's health needs? (chhlth_iv)	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 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 any leave for children's health needs? (chhlth_anylv)	1: No, no leave 2: Only available to mothers 3: Yes, unpaid leave for both parents 5: Yes, paid leave for both parents	<ul style="list-style-type: none"> • Any leave for children's health needs includes leave specifically for children's health needs, as well as discretionary, family needs, and emergency leave which may be used for health needs. • Leave for children's health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • <i>Only available to mothers</i> means that leave for children's health needs is only available to women. This leave is categorized separately because of the implications for gender equality.
Are working women and men guaranteed leave	1: No, no leave 2: Only available to mothers	<ul style="list-style-type: none"> • Leave for children's everyday health needs includes leave specifically for children's health needs, but does not include cases where leave is

Variable Name	Variable Description	Variable Values
specifically for their children's everyday health needs? (chhlth_evdaylv)	3: Yes, unpaid leave for both parents 5: Yes, paid leave for both parents	available only for serious illnesses, hospitalization, or urgent health needs. <ul style="list-style-type: none"> • <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.
Are working women and men guaranteed leave specifically for their children's educational needs? (edu_lv_pdu)	1: No, no leave 3: Yes, unpaid leave for both parents 5: Yes, paid leave for both parents	<ul style="list-style-type: none"> • Leave for children's educational needs includes only leave specifically for children's educational needs.
Are working women and men guaranteed any leave for their children's educational needs? (edu_anylv_pdu)	1: No, no leave 2: Only available to mothers 3: Yes, unpaid leave for both parents 5: Yes, paid leave for both parents	<ul style="list-style-type: none"> • Leave for children's educational needs includes leave specifically for children's educational needs, as well as discretionary and family needs leave which may be used for educational needs. • There are no countries that only guarantee leave for children's educational needs to women.
Are working women and men guaranteed leave for both their children's health and educational needs? (healthoredu_leave)	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 health needs is only leave specifically designated for children's health needs. It does not include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • Leave for children's educational needs is only leave specifically designated for children's educational needs. There are no countries

Variable Name	Variable Description	Variable Values
		<p>that only guarantee leave for children's educational needs without also guaranteeing leave for children's health needs.</p> <ul style="list-style-type: none"> • <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. • This variable includes both paid and unpaid leave.
<p>Can workers take any leave for adult family members' health needs?</p> <p>(adhlth_anylv)</p>	<p>1: No, no leave 3: Yes, unpaid leave 5: Yes, paid leave</p>	<ul style="list-style-type: none"> • Leave for adult family members' health needs includes leave specifically designated to care for adult family members' health needs, as well as discretionary, family needs, and emergency leave which may also be used for adult family members' health needs. • Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • Leave for adult family members' health needs also includes cases where leave is only available to care for a spouse's health needs. • There are no countries that only guarantee leave for adult family members' health needs to women.
<p>Can workers take leave specifically for adult family members' health needs?</p> <p>(adhlth_lv)</p>	<p>1: No, no leave 3: Yes, unpaid leave 5: Yes, paid leave</p>	<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.

Variable Name	Variable Description	Variable Values
Can workers take leave to care for their elderly parents' health needs? (eldpar_lv)	1: No, no leave 3: Yes, unpaid leave 5: Yes, paid leave	<ul style="list-style-type: none"> • Leave for elderly parent's 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. • In some cases this leave may be limited to family members living in the same household as the worker. • Leave that is only available to care for a spouse's health needs is not included in this variable. • There are no countries that only guarantee leave for elderly parent's health needs to women.
Are working men and women guaranteed leave to care for their family's health needs? (anyhlth_lv)	1: No, no leave 2: Only leave for women to care for children 3: Leave for both parents to care for children 4: Leave for both parents to care for children and spouse 5: Leave for both men and women to care for any family member	<ul style="list-style-type: none"> • Leave for family members' health needs includes leave specifically designated to care for family members' health needs. • Leave for family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • <i>Only leave for women to care for children</i> means that leave for children's health needs is only available to women. There are no countries that only guarantee leave for children's educational needs to women. This leave is categorized separately because of the implications for gender equality. • No country guarantees leave to care for adult family members' health needs without also providing leave for children's health needs. • This variable includes both paid and unpaid leave.
Are there income protections for the elderly? (oa_ben)	1: No government pensions 3: Contributory pensions only 4: Non-contributory pensions only 5: Both contributory and non-	<ul style="list-style-type: none"> • Contributory pensions are a benefit that individuals are entitled to when they have paid into the country's social insurance, social assistance, provident fund, or equivalent system. Benefits are often determined based on the individual's prior level of earnings. • Non-contributory pensions are benefits that individuals are entitled to

Variable Name	Variable Description	Variable Values
	contributory	<p>without having paid into a retirement fund. Benefits are usually a fixed amount meant to ensure a minimum level of income for the elderly.</p> <ul style="list-style-type: none"> • <i>No government pensions</i> means that the government does not provide any kind of contributory or non-contributory old-age benefit. • <i>Contributory pensions only</i> means that only individuals who have paid into the government retirement system are entitled to receive benefits. Depending on the country, workers in the informal economy may not have access to contributory pensions. • <i>Non-contributory pensions only</i> means that the government only provides a non-contributory benefit to the elderly. • <i>Both contributory and non-contributory</i> means that the government provides a contributory and a non-contributory old age benefit. In these cases, the non-contributory pension often acts as a safety net to ensure that all individuals receive a minimum level of income support in old age.
How is minimum wage established? (minwage_leg)	1: Not established by law or collective bargaining 3: Set by collective bargaining only 5: Set by law	<ul style="list-style-type: none"> • Not established by law or collective bargaining includes cases where there is no minimum wage legislation as well as where legislation provides a framework for establishing the minimum wage, but the country has not yet implemented one. • Set by collective bargaining usually means that groups representing entire sectors or professions negotiate with employers to establish a minimum wage that applies to most or all workers. Even if employers in a particular sector do not hold membership in the organization that sets the minimum wage for that sector, they must honor the minimum wage set by collective agreement for a particular sector or profession. • Set by law means that legislation establishes the minimum wage for the country.
At what level are minimum	1: No national minimum	<ul style="list-style-type: none"> • No national minimum wage includes cases where there is no

Variable Name	Variable Description	Variable Values
<p>wages set per day?</p> <p>(minwage_ppp)</p>	<p>wage</p> <p>2: \$2PPP or less</p> <p>3: \$2.01 - \$4 PPP</p> <p>4: \$4.01 - \$10 PPP</p> <p>5: More than \$10 PPP</p> <p>999: Collective bargaining</p>	<p>minimum wage legislation as well as where legislation provides a framework for establishing a minimum wage, but the country has not yet implemented one.</p> <ul style="list-style-type: none"> • 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. • Where a series of minimum wages are set by occupation, sector, region, etc., we used the lowest established minimum wage. In exceptional cases where there was a primary minimum wage with an exception designed for a small percentage, the primary minimum wage was used. For example, in the United States, the federal minimum-wage level does not apply to employees who receive tips. These workers are guaranteed a lower minimum level with the assumption that combined with the tips they receive, their income will be at least equal to the general minimum-wage level. • Legal minimum wage set by collective bargaining usually means that groups representing entire sectors or professions negotiate with employers to establish a minimum wage that applies to most or all workers. Even if employers in a particular sector do not hold membership in the organization that sets the minimum wage for that sector, they must honor the minimum wages set by collective agreement for a particular sector or profession. • The level of minimum wages established through collective bargaining is generally not shown because it differs per sector, with the exception of three countries. Belgium and Croatia have a collectively bargained national minimum-wage level below which collectively bargained sectoral minimum-wage levels cannot be set. In Greece, we were able to determine the amount of the lowest collectively bargained minimum wage, and that level has been included.
<p>Is income protection available during</p>	<p>1: No income protection</p> <p>3: Severance pay only</p>	<ul style="list-style-type: none"> • Severance pay is compensation that must be provided by an employer to an

Variable Name	Variable Description	Variable Values
unemployment? (ui_leg)	4: Benefits, but self-employed excluded 5: Government unemployment benefits	<p>employee when his or her job is terminated. Severance pay may also be required when government unemployment benefits are available.</p> <ul style="list-style-type: none"> • Benefits, but self-employed excluded means that the government provides unemployment benefits, but self-employed workers are not entitled to those benefits. This category also includes cases where it is unknown whether coverage is available to individuals who are self-employed. • Government unemployment benefits means the government provides unemployment benefits and coverage for individuals who are self-employed is available. This coverage includes both mandatory and voluntary coverage for the self-employed. • For all types of income protection, eligibility to receive these benefits may depend on a minimum period of employment, the specific type of employment (e.g. full-time, casual), age, and other factors.
For how long is financial assistance available during unemployment? (ui_maxbenlength)	1: No government assistance 2: 20 weeks or less 3: 20.1 – 26 weeks 4: 26.1 – 52 weeks 5: More than 52 weeks	<ul style="list-style-type: none"> • The variable includes the maximum length of time under ordinary circumstances. It does not include extensions. • All durations were converted into weeks for the purposes of comparability. • No government assistance includes cases where workers receive no financial assistance from the government but are entitled to severance pay from their employer after termination.
How much financial assistance would an unemployed minimum wage worker receive per day? (ui_minwageppp)	1: No government assistance 2: \$2PPP or less 3: \$2.01 - \$4 PPP 4: \$4.01 - \$10 PPP 5: More than \$10 PPP	<ul style="list-style-type: none"> • These amounts are calculated by putting the minimum wage into the benefit-calculation formula. For example, if unemployment insurance pays workers 45% of their wage the amount shown would be 45% of minimum wage. Where applicable the national minimum of unemployment benefits was used. • 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. • No government assistance includes cases where workers receive no financial assistance from the government but are entitled to severance pay from their employer after termination.