LABOR POLICIES TO PROMOTE EQUITY AT WORK AND AT HOME: FINDINGS FROM 197 COUNTRIES AND BEIJING PLATFORM SIGNATORIES

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About the WORLD Policy Analysis Center

The goal of the WORLD Policy Analysis Center (WORLD) is to improve the quantity and quality of comparative data available to policymakers, citizens, civil society, and researchers around the world on policies affecting equity, development, human health, and well-being. Under the leadership of Dr. Jody Heymann, Dean of the UCLA Fielding School of Public Health, WORLD is committed to making its broad, globally comparative findings publicly accessible to inform and encourage improvements in legal and policy frameworks worldwide, allow nations to learn from the approaches taken in other countries, facilitate studies of the feasibility and effectiveness of laws and policies in critical areas, and support global and local civil society in their efforts to hold decision-makers accountable.

About MACHEquity

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

About This Report

It has been 20 years since the international community committed to advancing equality for women around the world through the Beijing Declaration and Platform for Action in 1995. Using WORLD and MACHEquity’s global data on the legal and policy contexts shaping gender rights over the last 20 years, we have created a series of policy briefs that highlight areas of progress and areas needing further improvement in terms of constitutional rights, education, poverty, work and family, and child marriage. In this brief, we draw on our global database to identify countries that have guaranteed access to maternal leave, paternal leave, and leave to care for family members, and the extent to which these are available to both women and men. Both WORLD and MACHEquity are committed to making a lasting difference on the ground through interactions among researchers, policymakers and other stakeholders invested in translating evidence into practice.

Acknowledgments

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## CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abstract</td>
<td>1</td>
</tr>
<tr>
<td>Background</td>
<td>2</td>
</tr>
<tr>
<td>Methods</td>
<td>3</td>
</tr>
<tr>
<td>Findings</td>
<td>3</td>
</tr>
<tr>
<td>Leave for Infant Care: Maternal Leave</td>
<td>3</td>
</tr>
<tr>
<td>Gender Disparities in Leave for Infant Care</td>
<td>5</td>
</tr>
<tr>
<td>Leave to Care for Family Members: Mixed Progress</td>
<td>5</td>
</tr>
<tr>
<td>Next Steps for Policy</td>
<td>7</td>
</tr>
<tr>
<td>Maps</td>
<td>11</td>
</tr>
<tr>
<td>Leave for Infant Care: Maternal Leave</td>
<td>11</td>
</tr>
<tr>
<td>Gender Disparities in Leave for Infant Care</td>
<td>13</td>
</tr>
<tr>
<td>Leave to Care for Family Members: Mixed Progress</td>
<td>18</td>
</tr>
<tr>
<td>Figures</td>
<td>27</td>
</tr>
<tr>
<td>Leave for Infant Care: Maternal Leave 1995 to 2014</td>
<td>27</td>
</tr>
</tbody>
</table>
ABSTRACT

The 1995 Beijing Declaration and Platform for Action calls on governments to take specific actions to advance gender equity at work and in the home by “ensur[ing] opportunities for women and men to take job-protected parental leave and to have parental benefits,” and “promot[ing] the equal sharing of responsibilities for the family by men and women.” Since 1995, many countries have made progress in maternal leave: 8 countries have enacted paid maternal leave, 55 approved an increase in leave duration, and 21 increased their wage replacement rates (though 9 decreased). More countries now meet ILO standards of providing payment of at least two-thirds of usual wages for at least 14 weeks of leave. However, important policy gaps remain, including significant gender disparities in access to leave for infant care. While 188 countries guarantee mother-specific or gender-neutral leave, only 96 make leave available to fathers. In countries that provide paternal leave, it is far shorter duration. Large gaps also persist in policies to enable working adults to tend to other family caregiving responsibilities. Eighty-six countries guarantee no leave, paid or unpaid, that is available to address children’s health needs. Among countries that do provide leave for this purpose, nearly half restrict its use to cases of serious illness or hospitalization. Ninety-seven countries provide no form of leave that workers can take to meet the health needs of an adult family member. Finally, only 44 countries provide parents access to any form of leave that is available to support a child’s educational needs.

Nearly two decades since the Beijing Declaration, limited access to workplace policies that provide sufficient support for caregiving continues to disproportionately burden women, who remain primarily responsible for the care of family members regardless of whether they participate in the paid labor force. Ensuring that workplaces provide adequate paid leave to address family needs is essential for supporting women’s equal work participation and success; moreover, the absence of adequately supportive leave policies can exacerbate existing gender inequalities in the workplace. However, fully supporting women’s ability to work and moving toward true gender equity also requires providing opportunities for men to assume more caregiving responsibilities. Finally, even as national policies evolve to implement the Beijing Platform’s recommendations, many workers within these countries—such as the self-employed, those at small employers, and those in the informal economy—often remain excluded from coverage. Effectively implementing the Beijing Platform’s commitment to gender equity at home and at work will require strengthening existing leave policies, reducing gender disparities in access to leave, and promoting broader coverage of leave policies by targeting the informal sector and other marginalized workers.
The Beijing Declaration and Platform for Action, adopted in 1995, signified a major step towards advancing gender equity worldwide. A key component of the document focused on strategies to increase gender equity in both the home and the workplace. Specifically, one of the Platform’s six strategic objectives regarding women and the economy called on States Parties to “promote harmonization of work and family responsibilities for women and men,” through implementing policies such as paid parental leave; encouraging shared family responsibility for caregiving; and supporting breastfeeding by working mothers.¹

Because women continue to have primary responsibility for caring for children and other family members, workplace policies relating to caregiving have a disparate impact on women’s job security and success. Further, since the drafting of the Beijing Platform, the proportion of women participating in the paid workforce has moderately increased in many parts of the world,² without corresponding increases in men’s household work or care of family members. Consequently, ensuring that policies provide female workers with adequate support to meet their family obligations is more important than ever for strengthening gender equity in employment. For women to have equal chances in hiring and promotion at work, it is critical that they have access to policies that enable them to meet both work and home responsibilities, such as parental leave and leave to care for family members.

In addition to strengthening policies that enable women to better balance work and family obligations, advancing gender equity also requires reforms to support and encourage more men to participate in caregiving. As affirmed in the Beijing Platform, “the principle of shared power and responsibility should be established between women and men at home, in the workplace and in the wider national and international communities.”³ Men having equal opportunities to balance work and family is important for men, women, and children. For women to engage in paid work without vastly increasing their overall workload, men must share in responsibilities at home and policies must enable them to do so. Further, just as women deserve an equal chance at work, men deserve the right to equal participation in home and family life.

As noted, the Beijing Platform enumerates specific actions that governments can take to advance these objectives. In this report, we use global policy data created by the WORLD Policy Analysis Center and the MACHEquity initiative to examine where the world stands on a set of labor policies nearly 20 years after the Platform was adopted. We examine paid maternal leave, paid paternal leave, leave to care for the health of family members, and leave to address children’s educational needs. We find that despite great progress in some areas, such as paid maternal leave, important policy gaps continue to create needless barriers for women at work and men at home. Legal frameworks matter not only for their practical impact on rights and responsibilities, but also for their long-term effects on social and cultural norms.
METHODS

The WORLD Policy Analysis Center has systematically analyzed the national laws and policies in place as of 2014 governing workplaces in 197 countries and Beijing Platform Signatories to create globally comparative databases on labor protections.4 Our Adult Labor database captures national-level legislation. In countries where labor policies are set at the state or provincial level, such as the U.S. and India, we noted the lowest level of guarantee in our database. For example, we classify a policy as unpaid if all jurisdictions do not guarantee paid leave or the shortest duration of leave available. The information in this database is coded primarily from full-text legislation, in its original language, whenever possible, or in translation. Additional information was drawn from reliable secondary sources such as the Social Security Programs throughout the World (SSPTW) reports, the ILO Working Conditions Laws Database, and the International Review of Leave Policies and Related Research. Two researchers analyzed each country, translating a wealth of qualitative information into a set of consistent, comparable policy characteristics.

We examine legal provisions as they are a first step toward improving outcomes. Laws lead to change by shaping public attitudes, encouraging government follow-through with regulation and implementation, and enabling court action for enforcement. Laws are a mechanism by which a social floor guaranteeing minimum humane conditions can be established.

Additionally, legislation and information on policies from 1995 to 2013 for the same 197 countries and Beijing Platform Signatories were collected and analyzed by the Maternal and Child Health Equity (MACHEquity) initiative to create annual indicators for maternity and parental leave. The information in this longitudinal database is coded primarily from original or translated legislation. This was supplemented by secondary data from reliable sources such as the International Labour Organization, the Council of Europe, the World Bank, the United Nations Statistics Division, and the U.S. Social Security Administration.

FINDINGS

LEAVE FOR INFANT CARE: MATERNAL LEAVE

Leave for women after the birth of a child is a critical input for gender equity and women’s well-being. Without adequate leave, women may have to sacrifice either their jobs or their health.5 Maternity leave is important to the mother’s mental and physical health because it provides time to physically recover from the birth, to manage the fatigue and insufficient sleep, and to bond with her infant.6 Maternity leave has also been associated with increased initiation and duration of breastfeeding,7 which has documented health benefits for mother and child.8 In countries with fully paid parental and maternity leaves, women participate in the labor force at significantly higher rates,9 which can strengthen economic growth.

Today, all but nine countries worldwide provide paid leave for mothers after childbirth either through maternity leave or through gender-neutral parental leave. The U.S. is the only
industrialized nation to lack a national policy for paid leave after childbirth; Suriname, Papua New Guinea, and small Pacific Island nations are among the other outliers. The International Labour Organization (ILO) Maternity Protection Convention standard is fourteen weeks of maternity leave with payment of at least two-thirds of workers’ wages. While 83 countries provide fewer than 14 weeks of leave, 10 most (51 countries) provide at least 12 weeks, the earlier agreed upon standard (see Map 1). Moreover, the majority of countries with paid maternal leave, 143, guarantee between 85% and 100% of wages for all or part of the leave period through some combination of employer, employee, and government contributions (see Map 2). Twenty-four countries provide a maximum of between 66% and 84% of wages, seventeen countries provide less than 66% of wages (the ILO standard), and four countries pay maternal leave at a flat rate or adjusted flat rate. Low wage replacement rates during leave make it less feasible for many mothers to take leave. The U.S. Family and Medical Leave Act guarantees no wage replacement.

Though gaps and shortcomings remain, our data reveal that both the global availability and quality of maternal leave have increased since the adoption of the Beijing Declaration and Platform for Action. Although most countries already guaranteed leave in 1995, eight countries have enacted a paid maternal leave policy since then: Australia, Bhutan, Cook Islands, Lesotho, New Zealand, Qatar, Sierra Leone, and Samoa. Many countries have also made significant improvements to the nature of their maternal leave. Of the countries for which data existed over this period, 55 increased the duration of their leave, while 21 increased their wage replacement rates; however, 9 countries reduced their maximum wage replacement rate. Of the 184 countries for which we have full duration data from 1995 to 2014, 53% guaranteed paid leave for at least the current ILO standard of 14 weeks in 2014, compared to 41% in 1995 (see Figure 1). While the largest increase in the percentage of countries meeting or exceeding the ILO standard was among high-income countries, the percentage among middle- and low-income countries rose substantially as well, by ten percentage points each. During that same time period, guarantees of six months or more of paid leave nearly doubled from 14% (25 countries) to 26% (47 countries).

Widespread increases in maternal leave wage replacement rates represent significant progress as well. The proportion of countries that provide wage replacement at a rate equal to or greater than the two-thirds of wages recommended by the ILO increased slightly from 77% of the sample in 1995 to 85% of the sample in 2014. The proportion of countries offering full pay or close to it grew from 65% in 1995 to 73% in 2014. This overall upward trend occurred globally, across all three income groups (see Figure 2). While the proportion of low-income countries providing at least two-thirds wage replacement rate fell initially following the Beijing Platform from 84% to 81%, the proportion subsequently increased, reaching 87% by 2014. The percentage of middle-income countries meeting or exceeding the ILO standard wage replacement rate rose from 71% to 80%, while the proportion of high-income countries increased from 84% to 90%.
While many countries have strengthened their maternal leave policies, men’s access to any substantial leave is minimal, reflecting the still-predominant view that women will be responsible for childrearing. Paid leave for fathers after the birth of a child is as essential to gender equity as leave for new mothers. Laws guaranteeing paid leave for fathers enable men to share in parental responsibilities and help establish a pattern of regular involvement in child care. Research shows that when fathers take leave from work, they are more involved with their infants, and child care responsibilities remain more equally shared after the leave ends. Likewise, a more equal gender division of the joys and chores of home and family life means women and men can have more equal opportunities for success at work.

Only 96 countries worldwide provide any paid leave that men can take to care for a new child either through leave specifically for fathers or through gender-neutral parental leave, leaving men in just over half of the countries (51%) without any such leave at all. Furthermore, among countries that provide leave to men, 47 offer fewer than three weeks of paid leave (see Map 3). Seventy-three guarantee salary replacement of 85% to 100% for at least part of the leave period, while seven guarantee between 66% and 84% of wages, seven provide less than 66%, and eight pay leave for men at a flat rate (see Map 4).

Providing father-specific paid leave, as opposed to gender-neutral parental leave, is important; research shows that men are more likely to take leave when it is specifically allocated to them. Yet only 79 countries provide paid leave specifically designated for fathers, and the vast majority of these (at least 64 countries) provide it for two weeks or less. In eight countries, bonus leave is available for parents who share parental leave in order to incentivize leave uptake by men (see Map 5).

Globally, just 96 countries, or 49% of the world, provide paid leave for both mothers and fathers (see Map 6). Only 49 countries provide this leave for both parents for at least four weeks (see Map 7). Even fewer countries guarantee that mothers and fathers have more substantial leave time that would allow both to bond with and become equally comfortable and experienced caring for an infant; only 42 countries provide at least 14 weeks for both parents, and only 34 provide at least 26 weeks. Without further reforms, this policy framework will continue to pose barriers to gender equity in the workplace and at home by perpetuating the idea that caregiving is primarily if not exclusively a woman’s responsibility.

Caregiving responsibilities do not end after infancy. Even once children are attending school common illnesses like the flu often require taking time from school to recover and chronic conditions often require treatment. This means that both mothers and fathers need access to time off to tend to their children’s medical needs. When this leave is unavailable, it is women who more often risk job or income loss to provide care. Further, to support children’s educational needs, parents need the flexibility to take occasional time off during work hours.
Additionally, particularly as the global population is aging, children are not the only family members needing care. Parents are living longer and often rely on their working-age children (and in most cultures, daughters more often than sons) to care for them when they are ill. Here too, access to time off is critical for men and women, and women disproportionately suffer when it is not available.\textsuperscript{16}

Globally, 60 countries provide gender-neutral paid leave to parents specifically to care for their children’s health needs, while 15 countries provide unpaid leave for this purpose (see Map 8). Five countries provide this leave only for mothers. When combining this specific leave with other types of leave that could be used for this purpose, such as leave for emergencies or for family needs, 84 countries provide paid leave, 19 unpaid leave, and 5 limit leave that could be used to tend to children’s health needs to mothers (see Map 9).

Some of these countries further restrict leave to cases of serious illness or hospitalization. This includes the United States which provides unpaid time off only in these limited circumstances. Adjusting for these cases, we find that 38 countries provide leave specifically for children’s common health needs, 14 countries provide unpaid leave, and 3 provide this leave only for mothers (see Map 10).

Occasional time off from work is also important for parents to be able to meet their children’s educational needs—to meet with teachers to review progress and troubleshoot any learning, behavioral, or developmental difficulties. Parents around the world have little access to leave than can be used for such purposes. In only 44 countries do parents have access to leave that could be taken to meet a child’s educational needs, including leave for family needs and leave available at an employee’s discretion; 27 of these provide paid leave, and 17 unpaid leave (see Map 11). Only three countries provide leave specifically for the purpose of meeting children’s educational needs.

When we examine whether both parents have access to leave both specifically for care of children’s common illnesses and injuries and specifically for addressing children’s educational needs, we find that even including both paid and unpaid leave, only three countries provide parents with this flexibility (see Map 12). In an additional 47 countries, parents have access to leave for children’s everyday health needs but not their educational needs; in 3 countries, only mothers are guaranteed leave for children’s everyday health needs; and in the vast majority of countries (138), parents have access to neither.

As far as providing care for adult family members, we find that 66 countries provide some form of paid leave for this purpose, including leave for family needs, emergencies, and discretionary purposes, and leave specifically to care for a spouse, while 23 countries provide unpaid leave (see Map 13). Fewer countries provide leave specifically for the purpose of meeting the health needs of adult family members: 40 provide paid leave and 20, including the U.S., provide unpaid leave for this purpose (see Map 14). Excluding countries that only guarantee leave to those caring for the health needs of a spouse, thus considering the provision of leave that could be used to care for an elderly parent, we find 38 countries provide paid leave and 16 unpaid leave (see Map 15).
When we examine whether working men and women have access to leave (either paid or unpaid) to care for the health needs of both adult family members and children, we find that 54 countries have leave to care for the health needs of children and adults and an additional 6 countries guarantee leave to care for health needs limited to children and spouses (see Map 16). Fifteen countries provide leave to care for children’s health needs only, and an additional five countries provide child health leave that can be taken only by women. Around the world, 118 countries fail to provide working men and women leave to care for either adult family members or children’s health needs. In short, while a growing number of countries provide parental leave following the birth of a child, far fewer have enacted policies to support other kinds of caregiving; once again, this omission disproportionately burdens female workers.

NEXT STEPS FOR POLICY

Despite notable global progress, significant work remains to remove barriers to success at work on the basis of reproductive roles, to enable both men and women to reconcile work with family responsibilities, and to promote employment opportunities while ensuring care and economic security for families. The vast majority of the world’s countries provide paid leave for mothers, although the U.S. remains an important outlier.

MEN’S PAID LEAVE MATTERS

While some countries have taken important steps by guaranteeing leave for fathers around the birth of their child, provision lags far behind leave for mothers. Ninety-two countries provide paid leave only for mothers after the birth of a child, and even today, nine countries provide no paid leave for either mothers or fathers. To further gender equity at home and at work, paid leave must be not only available, but available equally to men and women. Reducing financial and cultural barriers to fathers using their leave will also be fundamental to maximizing take-up.17

FAMILY NEEDS DON’T END WITH INFANCY

Beyond parental leave, even larger gaps remain in policies to support working adults’ ability to provide care for their families. Globally comparative data indicate that 86 countries guarantee no leave, paid or unpaid, that can be taken by working men and women for children’s health needs, and 97 countries provide no form of leave that can be taken to meet the health needs of an adult family member. In addition to the availability of paid leave from work, the availability of affordable, high-quality child care is critically important both to child development and to gender equality. Global data on quality child-care availability, including publically provided and subsidized care, is needed.
IMPLEMENTATION

Legal guarantees do not always translate into meaningful change within the workplace or to utilization of policies supporting equal opportunities. Collecting and analyzing global data regarding full implementation and effective enforcement of these policies, essential complements to national legislation, will be critical for monitoring impact. In-depth studies of enforcement mechanisms and take-up rates in individual countries will serve as vital resources for leaders seeking to ensure effective implementation.

COVERING THE INFORMAL ECONOMY

Even if all countries achieved full implementation and maximum enforcement of all the policies identified in this report, the benefits would be far from universal. The vast majority of countries explicitly exclude subsets of workers from social security and labor code protections, resulting in substantial coverage gaps even in legal systems that have adopted progressive workplace legislation.

Informal employment exceeds 50% of non-agricultural employment in many low- and middle-income countries. According to recent estimates, informal employment comprises 82% of non-agricultural employment in South Asia, 66% in Sub-Saharan Africa, 65% in East and Southeast Asia, and 51% in Latin America. The percentage of women in informal non-agricultural employment is higher than that of men in 30 of the 41 countries for which data were available by sex. Informal sector workers tend to be among a country’s poorest, and they and their family members are in need of the same kinds of support as adults working in the formal sector. In high-income nations, a growing number of “non-standard” workers face similar disadvantages. The fraction of wage earners who fall into these categories varies but there is evidence it is large. In Germany in 2010, for example, 25% of wage employment was in non-standard jobs, while in Spain in 2008, 29% of wage and salary employment was temporary or fixed contract work.

Meaningful change in women’s lives globally clearly requires penetration into the informal sector. Legal guarantees in the formal economy of leave for infant care and for meeting children’s and adult family members’ needs can have the effect of altering workplace norms and potentially influencing the informal economy work environment. Furthermore, since many households include at least one member who works in the formal sector, guaranteeing leave to formal sector workers has positive impacts on entire families, even if most members are engaged in informal work.

Yet certain policies could extend to the informal economy more directly. For example, a social insurance system financed through taxes or a contributory system could provide workers in the informal sector with income replacement to accommodate parental leave and leave for serious illnesses. A smaller number of countries, such as India, have labor policies that explicitly cover small businesses, self-employed workers, and other forms of contingent and informal employment. By building on current models and developing new systems and structure, policymakers can generate creative and effective strategies to better reach this enormous,
important, and disproportionately female portion of the global workforce. Expanding the reach of paid leave policies is not only viable, but is critical to advancing gender equity worldwide.

1 Beijing Declaration and Platform for Action, Article 21.
2 Between 1995 and 2012, the proportion of women participating in the paid workforce increased in sub-Saharan Africa from 60% to 63%, in Latin America and the Caribbean from 45% to 54%, in Europe and Central Asia from 48% to 51%, and in the Middle East and North Africa from 18% to 21%. There were small declines in two regions with relatively high participation rates: North America (58% to 57%) and East Asia and the Pacific (66% to 61%). Only in South Asia did the labor force participation fall from a low rate of 36% in 1995 to 32% in 2012. World Bank Databank. Gender Statistics: “Labor force participation rate, female (% of female population ages 15+) (modeled ILO estimate).” Available at http://databank.worldbank.org (accessed May 18, 2014).
3 Beijing Declaration and Platform for Action, Article 1.
4 Greenland is self-governing. WORLD data on adult labor reflects Greenland’s legislation and policies where information is available. Greenland is omitted from country counts when calculating the number of countries that have a given policy.
10 International Labour Organization (ILO). 2000. “Maternity Protection Convention, 2000 (No. 183), Article 4. Article 4 of the Maternity Protection Convention, 2000 (No. 183) adopted by the General Conference of the ILO stipulates that “On production of a medical certificate or other appropriate certification, as determined by national law and practice, stating the presumed date of childbirth, a woman to whom this convention applies shall be entitled to a period of maternity leave of not less than 14 weeks.” The ILO Maternity Protection Recommendation, 2000 (No. 191) suggests that Members extend this period to at least 18 weeks. In 1995, the standard set forth in the Convention was 12 weeks, while the recommendation was 14 weeks. These standards reflect ILO General Conference consensus on what is necessary to protect the health and well-being of the mother and child.
12 Article 6, paragraph 2 of the Maternity Protection Convention, 2000 (No. 183) adopted by the General Conference of the ILO stipulates that “Where, under national law or practice, cash benefits paid with respect to leave referred to in Article 4 are based on previous earnings, the amount of such benefits shall not be less than two-thirds of the woman's previous earnings or of such of those earnings as are taken into account for the purpose of computing benefits.”
13 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.


Map 1: Is paid leave available for mothers of infants?

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.

*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 6 months of breastfeeding, which is facilitated by paid leave.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 2: What is the maximum wage replacement rate of paid leave for mothers of infants?

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.

*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 earnings during paid leave to ensure a suitable standard of living.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 3: Is paid leave available for fathers of infants?

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.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 4: What is the maximum wage replacement rate of paid leave for fathers of infants?

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.

*Flat rate* means all fathers receive the same amount while taking paid leave, regardless of previous salary.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 5: Is paid leave structured to incentivize working fathers to share infant caregiving responsibilities?

*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 these countries, 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 on leave. These measures encourage fathers to take parental leave.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 6: Is paid leave available for both parents of infants?

*Both parents* includes leave available for either parent to take, whether it is through maternity or paternity leave specifically for mothers or fathers, gender-neutral parental leave that can be used by either parent, or a combination of these types of leave.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 7: Is at least 4 weeks of paid leave available for both parents of infants?

*Both parents* includes at least 4 weeks of paid leave available for either parent to take, whether it is through maternity or paternity leave specifically for mothers or fathers, gender-neutral parental leave that can be used by either parent, or a combination of these types of leave.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 8: Are working women and men guaranteed leave specifically for children's health needs?

Leave specifically for children’s health needs includes only leave specifically for children’s health needs. It does include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 9: Are working women and men guaranteed any leave for children’s health needs?

- Red: No, no leave
- Orange: Only available to mothers
- Yellow: Yes, unpaid leave for both parents
- Blue: Yes, paid leave for both parents

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. It also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 10: Are working women and men guaranteed leave specifically for their children's everyday health needs?

Leave for children’s everyday health needs includes only leave specifically for children’s health needs. It does not include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. Some countries only allow parents to take this leave to meet younger children’s health needs.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 11: Are working women and men guaranteed any leave for their children's educational needs?

- Red: No, no leave
- Orange: Only available to mothers
- Yellow: Yes, unpaid leave for both parents
- Blue: Yes, paid leave for both parents

*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.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 12: Are working women and men guaranteed leave for both their children’s health and educational needs?

- Red: No, no leave
- Orange: Only leave for women to care for children
- Yellow: Education needs leave only for both parents*
- Light blue: Health needs leave only for both parents
- Dark blue: Health and education needs leave for both parents

*Leave for children’s educational needs is only leave specifically designated for children’s educational needs. It does not include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs.
*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.
*There are no countries that only guarantee leave for children’s educational needs without also guaranteeing leave for children’s health needs.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 13: Can workers take any leave for adult family members' health needs?

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. It also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, and cases where leave is only available to care for a spouse's health needs.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 14: Can workers take leave specifically for adult family members' health needs?

Leave for adult family members' health needs includes leave specifically designated to care for adult family members' health needs. It also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, and cases where leave is only available to care for a spouse's health needs.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 15: Can workers take leave to care for their elderly parents' health needs?

Leave for elderly parents' health needs includes leave specifically designated to care for adult family members' health needs. It also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. Leave that is only available to care for a spouse's health needs is not included in this map.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Map 16: Are working women and men guaranteed leave to care for their family's health needs?

Leave for family’s health needs includes leave specifically designated to care for family’s health needs. It also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs.

*No country guarantees leave to care for adult family member’s health without also providing leave for children’s health needs. This map includes both paid and unpaid leave.

Source: WORLD Policy Analysis Center, Adult Labor Database, 2014
Figure 1: By country income level,* how did the percentage of countries guaranteeing mothers of infants at least 14 weeks of paid leave change from 1995 to 2014?

*Country income level is based on the World Bank's income level categorization in February 2014 and does not reflect change over time.

Source: MACHEquity & WORLD Policy Analysis Center, Adult Labor Database (1995-2014)
Figure 2: By country income level,* how did the percentage of countries guaranteeing mothers of infants at least two-thirds wage replacement during paid leave change from 1995 to 2014?

*Country income level is based on the World Bank's income level categorization in February 2014 and does not reflect change over time.

Source: MACHEquity & WORLD Policy Analysis Center, Adult Labor Database (1995-2014)