

Bremen, Dezember 2025

Keonhi Son
Aysegül Kayaoglu
Tobias Böger
Anh Tran
Martin Gurín
Sonja Drobnič

**Codebook of the
Historical Database
on Maternity Leave
(HDML)**



**Global Dynamics
of Social Policy** CRC 1342

Gefördert durch



Deutsche
Forschungsgemeinschaft

No.20 WeSIS — Technical papers

**Keonhi Son, Aysegül Kayaoglu, Tobias Böger, Anh Tran, Martin Gurín,
Sonja Drobnič**

Codebook of the Historical Database on Maternity Leave (HDML) (2nd updated and extended edition)

SFB 1342 Technical Paper Series, 20

Bremen: SFB 1342, 2025


 in alphabetical order


Tobias Böger  0009-0000-5747-8601

Sonja Drobnič  0000-0002-7007-879X

Martin Gurín  0000-0003-1911-9362

Aysegül Kayaoglu  0000-0003-1484-184X

Keonhi Son  0000-0003-3494-5080

Anh Tran  0000-0003-4478-7960



SFB 1342 Globale Entwicklungsdynamiken von Sozialpolitik /
CRC 1342 Global Dynamics of Social Policy

Postadresse / Postaddress:

Postfach 33 04 40, D - 28334 Bremen

Website:

<https://www.socialpolicydynamics.de>

[DOI <https://doi.org/10.26092/elib/4106>]

[ISSN 2700-0389]

Gefördert durch die Deutsche Forschungsgemeinschaft (DFG)

Projektnummer 374666841 – SFB 1342

Keonhi Son
Aysegül Kayaoglu
Tobias Böger
Anh Tran
Martin Gurín
Sonja Drobnič

Codebook of the Historical Dataset on Maternity Leave (HDML)

SFB 1342
No. 20

IMPORTANT NOTICE:

This codebook supersedes the previously published Codebook of the Historical Database on Maternity Leave (HDML) from 2020 (Son et al. 2020)*. The current version extends the coverage period and provides more detailed information. Users are strongly encouraged to refer to this updated codebook when working with the data to ensure they are using the most accurate and comprehensive information available.

Data access: The WeSIS data portal allows you to explore the data structure of HDML, individual indicators, and country-level information in more detail. The complete dataset is also available for download through WeSIS. Furthermore, the HDML can be requested via GESIS – Leibniz Institute for the Social Sciences under the following DOI: <https://doi.org/10.7802/2967>

Citation: When using data from the HDML, please cite both the data (<https://doi.org/10.7802/2967>) and this codebook: Son, Keonhi, Aysegül Kayaoglu, Tobias Böger, Anh Tran, Martin Gurín, and Sonja Drobnič. 2025. "Codebook of the Historical Dataset on Maternity Leave (HDML)", SFB 1342 Technical Paper Series/20/2025, Bremen: CRC 1342, <https://doi.org/10.26092/elib/4106>

* Son, Keonhi, Tobias Böger, Simone Tonelli, Petra Buhr, Sonja Drobnič, Johannes Huinink (2020): Codebook of Historical Database on Maternity Leave (HDML), SFB 1342 Technical Paper Series/2/2020, Bremen: SFB 1342, <https://doi.org/10.26092/elib/2110>

CODEBOOK OF THE HISTORICAL DATASET ON MATERNITY LEAVE (HDML)

Keonhi Son^{*}, Aysegül Kayaoglu^{**}, Tobias Böger^{**}, Anh Tran^{**},
Martin Gurín^{**}, and Sonja Drobnič^{**}

INDEX

1. ABSTRACT	4
1. INTRODUCTION	5
1.1 Data	5
1.2 Definition of maternity leave	9
1.3 Cases of multiple parallel maternity leave programs	10
1.4 Treatment of missing values	10
2. VARIABLES	10
3. COMMON SOURCES	13
APPENDIX: STANDARDS FOR THE LEVEL OF BENEFIT AND DURATION IN CASE OF PARALLEL PROGRAMS.	15
Asia	15
Australia and Oceania	15
Europe	15
Latin America and Caribbean	16

ABOUT THE AUTHORS

* Mannheim Centre for European Social Research (MZES), University of Mannheim.

** Collaborative Research Center 1342, University of Bremen, project A06 "Pathways to Family Policy Universalism: Coverage and Generosity of Family Policies in a Global Perspective".

CORRESPONDING AUTHOR

Keonhi Son, son@uni-mannheim.de

ACKNOWLEDGMENT

The authors would like to thank Hanne Gaukel for her valuable contributions during the compilation of the Historical Dataset on Maternity Leave (HDML).

1. ABSTRACT

The Historical Dataset on Maternity Leave (HDML) provides harmonized, cross-national data on paid maternity leave policies across 153 independent nation-states with populations exceeding 500,000, covering the period from 1883 to 2020. Developed as part of the Global Welfare State Information System (WeSIS), the HDML captures comprehensive policy information on the existence, duration, benefit levels, eligibility criteria, coverage, and financing mechanisms of maternity leave programs over time. The dataset is particularly designed to enable historical and comparative analyses of maternity protection standards in light of the International Labour Organization's Maternity Protection Conventions. Each observation corresponds to a country-year and includes both standardized and original-format variables. A consistent coding system for missing or inapplicable values ensures analytical transparency. This unique longitudinal resource facilitates research into the global development and diffusion of paid maternity leave policies.

Keywords: Comparative policy analysis; family policy; historical dataset; maternity leave; social protection; welfare state.

1. INTRODUCTION

The Historical Dataset on Maternity Leave (HDML) provides data on paid maternity leave policies in 153 independent nation-states¹ with populations over 500,000, spanning the period from 1883² to 2020. The original purpose of this dataset is to examine whether the international standards set by the International Labour Organization's (ILO) Maternity Protection Conventions have influenced the development of national maternity leave policies. As the ILO Maternity Protection Conventions establish standards regarding benefit amount, duration, legal coverage, and financing, this dataset includes information on domestic regulations for each of these four dimensions.

The dataset was initially compiled as part of the project Formation and Diffusion of Family Policy in a Global Perspective, conducted within the Collaborative Research Centre 1342 (CRC 1342) at the University of Bremen between 2018 and 2021. In a subsequent research phase of the CRC 1342 (2022–2025), the dataset was expanded as part of the project Pathways to Family Policy Universalism: Coverage and Generosity of Family Policies in a Global Perspective. Both projects were supported by the Deutsche Forschungsgemeinschaft (DFG, German Research Foundation) – Project number 374666841 – SFB 1342, spanning the periods 2018 until 2021 and 2022 to 2025.

1.1 Data

- » **Countries:** 153 independent states out of a total of 167 countries in the Global Welfare State Information System (WeSIS), each with a population of at least 500,000, whose information has been regularly updated in either *Social Security Programs throughout the World* (SSPTW) or the *ILO Legislative series*.
- » **Year:** 1883-2020

The HDML provides comprehensive information on paid maternity leave, covering a wide temporal and spatial range, as shown in [Table 1](#) below. In a few cases, particularly from earlier periods, no information is available; in these instances, it is coded as “-999.” Section 1.4. provides detailed information about how missing variables are coded in the dataset. Moreover, contingent on territorial changes, some states enter the dataset earlier than others, and some exit before 2020 if they collapsed or politically fragmented. As we do not consider post-colonial and successor states (e.g. Yugoslavia) to have been newly established in the time of independence, we include paid maternity leave programs adopted prior to their independence and retain them in the dataset until these states enacted their first paid maternity leave reform after independence. [Table 1](#) provides an overview of the history of these independent states and the period during each is covered in our dataset.

Table 1. Temporal and spatial coverage of the Historical Dataset on Maternity Leave

Country Name	Country Code	Length of the time series after introduction	Year of independence (if applicable)	Related Entity (data time series)
Afghanistan	700	1987-2020	1919	
Albania	339	1947-2020	1914	

-
- 1 This dataset includes only independent entities. This means that post-colonial, post-USSR, post-Yugoslavia, and other types of dependent/federal countries are included in the dataset at the time of their independence. Consequently, the entries from the USSR, Yugoslavia, East/West Germany, and similar cases cease to exist when states split or collapse. The German Federal Republic (1954–1989) is coded as Germany (code “255”), while the German Democratic Republic (1950–1989) has a distinct code (“265”). USSR and Yugoslavia, are also assigned separate codes (“3651” and “3451”, respectively).
 - 2 In 1883, Germany introduced the first paid maternity leave worldwide.

Country Name	Country Code	Length of the time series after introduction	Year of independence (if applicable)	Related Entity (data time series)
Algeria	615	1963-2020	1963	France (1941-1963)
Argentina	160	1934-2020	1841	
Armenia	371	1912-2020	1991	U.S.S.R. (1936-1991)
Australia	900	1973-2020	1901	
Austria	305	1888-2020		
Azerbaijan	373	1912-2020	1991	U.S.S.R. (1936-1991)
Bahrain	692	1976-2020	1971	
Bangladesh	771	1972-2020	1971	
Belarus	370	1912-2020	1991	U.S.S.R. (1936-1991)
Belgium	211	1922-2020		
Benin	434	1960-2020	1960	France (1955-1960)
Bolivia	145	1939-2020	1848	
Bosnia and Herzegovina	346	1922-2020	1992	Yugoslavia (1950-1992)
Botswana	571	1966-2020	1966	
Brazil	140	1932-2020	1822	
Bulgaria	355	1918-2020	1908	
Burkina Faso	439	1960-2020	1960	France (1950-1960)
Burundi	516	1966-2020	1962	
Cambodia	811	1957-2020	1953	
Cameroon	471	1960-2020	1960	France (1959-1960)
Canada	20	1971-2020		
Cape Verde	402	1976-2020	1975	
Central African Republic	482	1960-2020	1958	France (1956-1958)
Chad	483	1960-2020	1958	France (1956-1958)
Chile	155	1924-2020	1839	
China	710	1923-2020	1860	
Colombia	100	1939-2020	1831	
Congo	484	1960-2020	1958	France (1956-1958)
Costa Rica	94	1943-2020	1920	
Croatia	344	1922-2020	1991	Yugoslavia (1950-1991)
Cuba	40	1935-2020		
Cyprus	352	1964-2020	1960	
Czech Republic	316	1918-2020	1993	Czechoslovakia (1941-1993)
Czechoslovakia	315	1918-1992		
Democratic Republic of the Congo	490	1967-2020	1960	Belgium (1951-1960)
Denmark	390	1915-2020		
Djibouti	522	1977-2020	1977	
Dominican Republic	42	1949-2020		
Ecuador	130	1928-2020	1854	
Egypt	651	1964-2020	1922	
El Salvador	92	1927-2020	1875	
Equatorial Guinea	411	1990-2020	1968	
Estonia	366	1940-2020	1990	U.S.S.R. (1944-1990)

Country Name	Country Code	Length of the time series after introduction	Year of independence (if applicable)	Related Entity (data time series)
Ethiopia	5303	1960-2020	1941	
Fiji	950	1970-2020	1970	
Finland	375	1963-2020		
France	220	1913-2020		
Gabon	481	1960-2020	1958	France (1956-1958)
Gambia	420	1965-2020	1965	
Georgia	372	1912-2020	1991	U.S.S.R. (1936-1991)
German Democratic Republic	265	1950-1989		
Germany	255	1883-2020		German Federal Republic (1954-1989)
Ghana	452	1967-2020	1957	
Greece	350	1920-2020		
Guatemala	90	1932-2020	1868	
Guinea	438	1958-2020	1958	
Guyana	110	1969-2020	1966	
Haiti	41	1884-2020	1934	
Honduras	91	1959-2020	1899	
Hungary	310	1891-2020		Austria-Hungary (1867-1918)
India	750	1950-2020	1947	United Kingdom
Indonesia	850	1954-2020	1949	
Iran	630	1949-2020	1855	
Iraq	645	1964-2020	1932	
Ireland	205	1952-2020	1922	
Israel	666	1953-2020	1948	
Italy	325	1929-2020		
Ivory Coast	437	1960-2020	1960	France (1955-1960)
Jamaica	51	1966-2020	1962	
Japan	740	1922-2020		
Jordan	663	1960-2020	1946	
Kazakhstan	705	1912-2020	1991	U.S.S.R. (1936-1991)
Kenya	501	1976-2020	1963	
Kuwait	690	1964-2020	1961	
Kyrgyzstan	703	1912-2020	1991	U.S.S.R. (1936-1991)
Laos	812	1994-2020	1953	
Latvia	367	1922-2020	1991	U.S.S.R. (1936-1991)
Lebanon	660	1946-2020	1946	France (1943-1946)
Lesotho	570	1992-2020	1966	
Libya	620	1957-2020	1951	
Lithuania	368	1925-2020	1991	U.S.S.R. (1936-1991)
Luxembourg	212	1925-2020		
Macedonia	343	1922-2020	1991	Yugoslavia (1950-1991)
Madagascar	580	1960-2020	1960	France (1956-1960)
Malawi	553	2000-2020	1964	
Malaysia	820	1957-2020	1957	

Country Name	Country Code	Length of the time series after introduction	Year of independence (if applicable)	Related Entity (data time series)
Mali	432	1960-2020	1960	France (1955-1960)
Mauritania	435	1960-2020	1960	France (1955-1960)
Mauritius	590	1975-2020	1968	
Mexico	70	1917-2020		
Mongolia	712	1994-2020	1911	
Montenegro	341	1922-2020	2006	Yugoslavia (1950-1992) Serbia and Montenegro (1992-2006)
Morocco	600	1956-2020	1956	
Myanmar	775	1954-2020	1948	
Namibia	565	1994-2020	1990	
Nepal	790	1993-2020		
Netherlands	210	1929-2020		
New Zealand	920	2003-2020		
Nicaragua	93	1955-2020	1900	
Niger	436	1960-2020	1960	
Nigeria	475	1963-2020	1960	
Norway	385	1909-1976		
Oman	698	2011-2020	1971	
Pakistan	770	1958-2020	1947	
Panama	95	1930-2020	1903	
Paraguay	150	1943-2020		
Peru	135	1918-2020		
Philippines	840	1952-2020	1946	
Poland	290	1920-2020	1918	
Portugal	235	1922-2008		
Qatar	694	1971-2020	1971	
Romania	360	1913-2020		
Russia	365	1912-2020		U.S.S.R. (1936-1991)
Rwanda	517	1967-2020	1962	
Saudi Arabia	670	1969-2020		
Senegal	433	1960-2020	1960	Mali Federation (formerly part of France Africa)
Serbia	342	1922-2020	2006	Yugoslavia (1950-1992) Serbia and Montenegro (1992-2006)
Sierra Leone	451	2015-2020	1961	
Singapore	830	1969-2020	1965	
Slovakia	317	1918-2020	1993	Czechoslovakia (1941-1993)
Slovenia	349	1922-2020	1991	Yugoslavia (1950-1991)
Solomon Islands	940	1996-2020	1978	
Somalia	520	1960-2020	1960	
South Africa	560	1920-2020	1910	
South Korea	732	1961-2020	1949	
Spain	230	1923-2020		
Sri Lanka	780	1948-2020	1948	

Country Name	Country Code	Length of the time series after introduction	Year of independence (if applicable)	Related Entity (data time series)
Sudan	625	1981-2020	1956	
Swaziland	572	1997-2020	1968	
Sweden	380	1931-1973		
Switzerland	225	1911-2020		
Syria	652	1959-2020	1961	Pan-Arab Union (1958-1961)
Taiwan	713	1923-2020	1949	
Tajikistan	702	1912-2020	1991	U.S.S.R. (1936-1991)
Tanzania	510	1961-2020	1961	
Thailand	800	1956-2020		
Togo	461	1960-2020	1960	
Trinidad and Tobago	52	1971-2020	1962	
Tunisia	616	1962-2020	1956	
Turkey	640	1936-2020		
Turkmenistan	701	1912-2020	1991	U.S.S.R. (1936-1991)
Uganda	500	1975-2020	1962	
Ukraine	369	1912-2020	1991	U.S.S.R. (1936-1991)
United Arab Emirates	696	1980-2020	1971	
United Kingdom	200	1946-2020		
United States of America	2	State policy does not exist		
Uruguay	165	1935-2020		
U.S.S.R.	3651	1922-1991		
Uzbekistan	704	1912-2020	1991	U.S.S.R. (1936-1991)
Venezuela	101	1940-2020		
Vietnam	816	1964-2020	1954	
Yemen	679	1995-2020	1990	
Yugoslavia	3451	1950-1992		
Zambia	551	1966-2020	1964	
Zimbabwe	552	1985-2020	1965	

Note: This overview includes only countries for which data on maternity leave are available. The only country listed in the table that lacks a maternity leave policy is the United States of America, where maternity leave has not been introduced at the federal level. Countries for which no information could be obtained are excluded from the table.

1.2 Definition of maternity leave

This dataset defines maternity leave as a public³ paid leave program available to mothers during the period “before and after childbirth”, serving as social protection to guarantee income during this period. If a country transforms maternity leave into a single parental leave program without retaining a distinct maternity leave program (e.g., Norway, Sweden, and Portugal), maternity leave is coded as non-existent. Specifically, all such variables are coded as “-777”. Please refer to the *Global Dataset of*

3 We also included voluntary/mandatory private paid maternity leave if the program covers the majority of the population as in the cases of Sweden (voluntary private insurance: 1913-1930) and Switzerland (voluntary private insurance before 1965; mandatory private insurance 1965-2004) in the early stage of maternity protection development. However, we do not include corporate-based private paid maternity protection as in the cases of the United States of America where only a small part of the population is covered.

Paternity Leave (GDParL) and the Global Dataset of Parental Leave (GDParL) for a more comprehensive overview of paid leave systems.

1.3 Cases of multiple parallel maternity leave programs

Since the HDML uses country-years as its unit of analysis, every country should have only one entry per year. However, in practice, most countries have more than one paid maternity leave scheme. In cases where multiple parallel maternity leave programs exist, the HDML codes the *amount* of benefit, *duration* of benefit and *financing* of the major program that covers the standard group (presumably, the largest population). Appendix 1 provides the rules for selecting standard groups when parallel programs exist and lists the corresponding standard groups for each country. Importantly, the dataset aggregates coverage from multiple parallel programs to provide a comprehensive overview of paid maternity leave coverage in each nation-state.

1.4 Treatment of missing values

As part of the WeSIS, the HDML seeks to provide comprehensive and systematic information on the existence, design, and implementation of maternity leave policies worldwide—including explicit documentation of cases where no such policies exist.

Despite this ambition, data collection inevitably encountered instances where complete information could not be obtained. To maintain transparency and analytical clarity, the dataset employs a standardized system for coding missing values. These codes are used consistently across all variables and country-year observations:

- » **-999 = No information available:** This code is used when data are unavailable or could not be found.
- » **-888 = Policy does not exist:** This code indicates that data collection was intentionally not pursued because it is known that no relevant policy exists for the country-year in question, or that the policy had been formally discontinued.
- » **-777 = Not applicable:** This code is applied when a variable is conceptually irrelevant to a given policy/context, or it was not collected because it was not relevant for a specific country or maternity leave system.

2. VARIABLES

We strongly recommend users to download all variables from WeSIS that start with “fam_mat_leave_” and end with “_own”. Our research group developed a template for these variables during the process of data collection to provide a comprehensive overview of paid maternity leave worldwide. While standardized variables, such as the duration of paid maternity leave (in weeks) or the amount of maternity benefit (in replacement rate), provide a strong foundation for statistical analysis, the informative variables, like the duration of paid maternity leave (in original units) and accompanying notes, contain more detailed information that helps users more fully understand the standardized measures.

Duration of maternity benefit (in original units) (fam_mat_leave_dur_ben_own)

- » This indicator measures the length of the maternity “benefit” instead of “leave”. In cases where only part of the leave is paid, the duration of the benefit may differ from the dura-

tion of the leave. For instance, if the program offers 6 weeks of unpaid leave, the benefit duration is recorded as 0 weeks, while the duration of the leave is coded as 6 weeks. If the program provides only cash or in-kind benefits, the duration of the benefit is coded as missing, given that we are interested in programs that provide both time and income compensation to protect against social risks associated with childbirth.

- » This variable preserves the original coding from national legislation texts as much as possible. It requires pre-processing to extract the necessary information for cross-sectional analysis. The unit of this variable can vary from days to years. It contains not only the total length of paid maternity leave but also any specific time periods before and after childbirth if specified by maternity protection laws. Users can capture this information using a regular expression, such as “[digit] weeks; [digit] weeks before; [digit] weeks after” (e.g. 14 weeks; 6 weeks before; 8 weeks after).
- » In some cases, a range for the duration is provided. If the duration of leave varies depending on factors such as the period of contributions by beneficiaries or the occupational groups of beneficiaries, we code the range of durations in the format “[digit] – [digit] duration” (e.g., 12 – 14 weeks).

Duration of maternity benefit (in weeks) (fam_mat_leave_dur_ben_own2)

- » In most cases, calendar days were converted to weeks, unless national legislation or other existing databases specified days as working days.

Amount of maternity benefit (in original units) (fam_mat_leave_amount_own)

- » This variable provides detailed information about the amount of maternity benefit, preserving the original coding from national legislation texts as much as possible. Most entries are coded as “[digit] % of earnings”. However, some cases are coded as flat rates, minimum wages, or in-kind benefits.

Amount of maternity benefit (in replacement rate) (fam_mat_leave_amount_repl_own)

- » We extracted the replacement rate (i.e., the percentage of prior wage) from the “amount of maternity benefit (in original units)”. In cases of flat rates or minimum wages, we standardized these into replacement rates based on other existing data. However, in certain instances where we could not find relevant information to convert the absolute values to replacement rates, these observations are coded as “-777”. These cases are listed in Table 2 below.

Table 2. Countries and time periods coded as “-777” because maternity benefit values could not be converted into replacement rates.

Bangladesh (1939-1950): amount depends on prior wage
Bulgaria (1924): 12 leva per day
China (1923-1929): allowance
Czechoslovakia (1948): 15 – 159 Czechoslovak koruna per day
Denmark (1892-1913): unknown
Fiji (1975-1995): 1 – 5 Fiji dollars a day
France (1913-1935): 0.5 – 3 franc a day
Hungary (1891-1907): equal to sick pay
India (1948-1963) 12 annas per day
Italy (1929-1934): 1.75 – 4.5 lire per day
Kyrgyzstan (2010): 7 times minimum wage
Malaysia (1955-2012): numerical value Malaysian ringgit per day
Norway (1946-1956): 2 – 6 krone per day
South Africa (1918-1929): 20 shillings per week

Spain (1929): benefit in proportion to contribution period (15 pesetas per quarter of contribution in past 3 years)
Sweden (1919-1931): 2 Swedish krona
Switzerland (1911-1967): 1 – 2 Swiss franc per day
Russia (1993-1997): 100% of minimum wage
United Kingdom (1946-1969): 36 shilling or 5 pound sterling per week
Zambia (1965-1995): 65 – 10,00 kwacha

Aggregated de jure coverage of maternity program(s) (as categorical variable) (fam_mat_leave_cov_own)

- » This variable standardizes the coding of coverage to enable cross-sectional as well as temporal comparisons. In cases where multiple parallel maternity leave programs exist, the coverage in our dataset is aggregated to give an overview of the paid maternity leave coverage within the nation-state.
- » Based on the classification of coverage in the ILO Maternity Protection Conventions (C003, C103, and C183), we matched all occupations and other types of categorical entitlement conditions to the four sectors used by the ILO: industrial, non-industrial, agricultural, and atypical. These employment sectors are chained together using a semicolon “;” and listed in alphabetical order (i.e., agricultural; industrial; non-industrial). If the maternity program covers only civil servant employees in the public sector, it is coded as “none”.
- » If legal coverage is coded as “all employed” from the very first maternity protection legislation, it does not necessarily mean that the program actually covers the entire working population. It is often the case that countries did not recognize the necessity (or social right) of maternity protection for marginal groups. In most countries, the term “atypical workers” only began to appear in social insurance legislation after the 1960s. Therefore, in the early years, when coverage is described as “all employed”, we coded it as covering “industrial, non-industrial, agricultural” sectors, unless there was explicit inclusion of specific occupational groups in the legislation. Table 3 below provides occupational details for the four sectors included in the coding framework of this variable.

Table 3. Occupational composition of the four sectors used in the coding scheme

1. Industrial sector:
(a) mines, quarries, and other works for the extraction of minerals from the earth
(b) industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including shipbuilding and the generation, transformation, and transmission of electricity or motive power of any kind;
(c) construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbor, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gas work, water work, or other work of construction, as well as the preparation for or laying the foundation of any such work or structure;
(d) transport of passengers or goods by road, rail, sea, or inland waterway, including the handling of goods at docks, quays, wharves, and warehouses, but excluding transport by hand.
2. Non-industrial sector:
(a) commercial establishments;
(b) postal and telecommunication services;
(c) establishments and administrative services in which the persons employed are mainly engaged in clerical work;
(d) newspaper undertakings;
(e) hotels, boarding houses, restaurants, clubs, cafes and other refreshment houses;
(f) establishments for the treatment and care of the sick, infirm or destitute and of orphans;
(g) theatres and places of public entertainment.

3. Agricultural sector:	occupations carried on in agricultural undertakings, including plantations and large-scale industrialized agricultural undertakings.
4. Atypical sector:	fixed term contracts, casual, contract, seasonal and part-time workers, homeworkers, piece workers, temporary agency workers, unorganized, informal employees and women in disguised self-employment.

Qualifying conditions for paid maternity leave (*fam_mat_leave_con_own*)

- » This variable captures the different types of eligibility criteria for paid maternity leave, such as the number of employees in the workplace, length of contribution to social insurance, and length of employment.
- » The format of this variable varies depending on the type of eligibility criterion. For the number of employees in a workplace, it is coded as “company min. [digit] workers”. The length of contribution or employment is coded as “employment/contribution [digit] [unit of time] during last [digit] [unit of time]”, e.g., employment 12 months during last 24 months. If there is more than one eligibility criterion, they are connected with a “+” sign, e.g., employment 12 months + company min. 20 workers. If no qualifying condition is present, it is coded as “none”.

Financing of maternity leave (*fam_mat_leave_finance_own*)

- » This variable indicates the system to which the paid maternity leave belongs, such as a provident fund, insurance, general taxation (for income-test programs), or employer-liability. Some countries finance paid maternity leave through two different systems and in those cases these systems are provided together using “+” as separator, i.e., insurance + employer liability. If social insurance does not provide a sufficient amount of benefit due to a short contribution period, employers are often required to cover part of the benefit according to labor codes. In such cases, we code the entry as “insurance”.

Table 4. List of variables

Technical variable name	Variable definition	Coding
<i>fam_mat_leave_dur_ben_own</i>	Duration of maternity benefit in original units	String
<i>fam_mat_leave_dur_ben_own2</i>	Duration of maternity benefit in weeks	Metric
<i>fam_mat_leave_amount_own</i>	Amount of maternity benefit in original units	String
<i>fam_mat_leave_amount_repl_own</i>	Amount of maternity benefit in replacement rate	Metric
<i>fam_mat_leave_cov_own</i>	Aggregated de jure coverage of maternity program(s) (as categorical variable)	String
<i>fam_mat_leave_con_own</i>	Qualifying conditions for paid maternity leave	String
<i>fam_mat_leave_finance_own</i>	Financing of maternity leave	String

3. COMMON SOURCES

Before 1949

International Labour Organization. Various years. Legislative Series. Geneva: ILO. <https://www.ilo.org/public/libdoc/ilo/P/09607/>

Max Planck Institute for Social Law and Social Policy. Various years. *Social Policy and Law Shared Database (SPLASH)*. Munich: Max Planck Institute. <https://splash-db.eu/>

OECD. 2017. *OECD Family database*, PF 2.5 Annex: Detail of change in parental leave by country, Paris: OECD Publishing. https://webfs.oecd.org/els-com/Family_Database/PF2_5_Trends_in_leave_entitlements_around_childbirth.pdf

1949–1989

Gauthier, Anne H. 2011. *Comparative Family Policy Database*. Rostock: Max Planck Institute for Demographic Research (MPIDR). <https://www.demogr.mpg.de/cgi-bin/databases/FamPolDB/about.plx>

International Labour Organization. Various years. TRAVAIL Legal Databases. Geneva: ILO.

International Labour Organization. Various years. Database of National Labour, Social Security and Related Human Rights Legislation (NATLEX). Geneva: ILO. https://www.ilo.org/dyn/natlex/natlex4.byCountry?p_lang=en

Social Security Administration. Various years. *Social Security Programs Throughout the World*. Washington, DC: Government Printing Office.

1949-1999 reports

<https://catalog.hathitrust.org/Record/003924614>

1999-2019 reports

<https://www.ssa.gov/policy/docs/progdesc/ssptw/>

Since 1990

Council of Europe. Various years. Mutual Information System on Social Protection of the Council of Europe (MISSCEO). Strasbourg: Office for Official Publications of the European Communities. <https://www.coe.int/en/web/european-social-charter/missceo-database>

International Labour Organization. 1994. *Conditions of Work Digest*. Geneva: ILO. https://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_PUBL_9221091996_EN/lang--en/index.htm

International Labour Organization. Various years. Social Security Database. Geneva: ILO. <https://www.ilo.org/sesame/IFPSES.SSDBMenu>

OECD. Various years. *Employment: Length of maternity leave, parental leave, and paid father-specific leave*. Paris: OECD Publishing. <https://stats.oecd.org/index.aspx?queryid=54760>

Statistical Office of the European Communities. Various years. *European System of Integrated Social Protection Statistics (ESSPROS)*. Luxembourg: Eurostat. [https://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:European_system_of_integrated_social_protection_statistics_\(ESSPROS\)](https://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:European_system_of_integrated_social_protection_statistics_(ESSPROS))

World Bank. 2024. *Women, Business and the Law Data*. Washington, D.C.: The World Bank. <https://wbl.worldbank.org/>

APPENDIX: STANDARDS FOR THE LEVEL OF BENEFIT AND DURATION IN CASE OF PARALLEL PROGRAMS

- » The first child is used as the standard reference group if a paid maternity leave differentiates the conditions of benefits between the first child and subsequent children.
- » The only child is used as the standard reference group if there is an additional clause regarding the amount of benefit for multiple children, e.g., Cameroon 1959-64.
- » If two separate programs, such as employer-liability and social insurance, both provide maternity leave benefits, we code the aggregated benefit amount.

Standard group

Asia	
Azerbaijan	Country code: 373
1997-2020: agricultural and industrial vs. non-agricultural: agricultural and industrial (based on wiki: Economy of Azerbaijan)	
Brunei	Country code: 835
2011: private vs. public: private	
China	Country code: 710
1988: public vs. private: public	
India	Country code: 750
1961: employed vs. industrial: employed	
Philippines	Country code: 840
1993: women with non-caesarian babies vs. women with caesarian babies: women with non-caesarian babies	
Vietnam	Country code: 816
workers engaged in hazardous work vs. normal: normal	
Australia and Oceania	
Australia	Country code: 373
1973-2020: employed (not only public sector)	
Europe	
Albania	Country code: 339
1953-1961: trade union member vs. non-trade union member: trade union member	
Austria	Country code: 305
1928-1948: manual workers vs. salaried employees vs. agricultural: manual workers	
Czechoslovakia	Country code: 315
1926: public vs. private: public	
Denmark	Country code: 390
1919-1945: factory workers vs. non-factory workers: factory workers	
France	Country code: 220
1928: needy (means-tested) vs. employed: employed	
1946: employed (including industrial and commercial) vs. agricultural: employed (including industrial and commercial)	
Italy	Country code: 325
1950: industrial vs. agricultural vs. commercial: industrial	

Europe	
Sweden	Country code: 380
1931: sick fund members vs. non-sick fund members: sick fund members	
U.S.S.R	Country code: 3651
1946-1964: Trade union member vs. non-trade union members: trade union members	
Latin America and Caribbean	
Brazil	Country code: 140
1943-1976: labor law 1943 (including maternity leave) vs. social insurance 1960; 1969 (only maternity grant): labor law 1943	
Chile	Country code: 155
1925: wage earner vs. salaried: wage earner	
Costa Rica	Country code: 94
1952-2020: beneficiary of social insurance vs. non-beneficiary of social insurance: beneficiary of social insurance	
Peru	Country code: 135
1958: wage earners vs. salaried employees: wage earners	