

Documentation for the Maternity Protection Database (<http://www.ilo.org/travaildatabase>)

This database contains information on the principal legislative measures adopted in member States to protect the health and welfare of working women during pregnancy, childbirth and breastfeeding and to ensure that their employment is protected and that they are not subject to discrimination. The categories in the database are based on the provisions of the ILO's Maternity Protection Convention No. 183 and its Recommendation No. 191 of 2000. Information is included for 164 countries throughout the world.

Countries included in the database can be divided into two groups, according to the research carried out until the end of 2005. Group A countries (102 countries) are those for which original legislative texts were consulted and broader research was completed. Group B countries (62 countries; designated by an asterisk in the table below) are those for which more complete research has not yet been undertaken, but for which some information has been found. The categories included in this group are limited to maternity leave duration, level of cash benefits, and source of payment.

Sources:

Legislative sources for group A and B:

The main legislative sources used for the research in the database are national laws (which include different kinds of legislative provisions such as acts, decrees and regulations) regarding maternity protection, labour, social security (maternity, health, organization), equality and opportunity of treatment, occupational safety and health and sometimes conditions of work. The legislation used for the Maternity Protection Database applies to the private sector. Separate legislation for the public sector is not included, nor are collective agreements, given their limited coverage. In systems where there may be no single national standard, such as federal states, the most general provision applicable is used.

The database cites references for all legislative provisions, with as much information as possible (name of act, number and date, bibliographic data, amendments, and URL or PDF). Each time a legislative provision is used in a specific category in the database, the relevant article or paragraph is cited. In some cases, the legislative texts in the ILO came directly from the governments and exact bibliographic references were not provided.

In many cases, if the text of a legislative provision is in a language other than English, the name of the act is mentioned in the original language, followed by a translation in English provided by the researcher.

Other sources used for the database:

Other sources cited are used only when legislative texts were not found. The information contained in the “non-legislative” sources were taken, in most cases, from the websites of Ministries of Employment, Labour, Health and Family of member States and from the Social security offices, funds or boards. In other cases, information from other sources came from other Government documents submitted to the ILO, or from other databases such as “Social Security Programmes throughout the World” available at the official website of the US Social Security Administration (<http://www.ssa.gov/policy/docs/progdesc/ssptw/>) or the European Industrial Relations Observatory (EIRO) website (<http://www.eiro.eurofound.eu.int/>).

For Group B countries, in addition to the sources above, the following additional sources may have been used for the 3 pieces of information:

- the Conditions of Work Digest: Maternity and work, issued by the ILO in 1994,
- the Natlex database maintained by the ILO,
- other ILO publications such as country studies (in Brazil),
- and surveys on maternity protection (in Kiribati).

Methodology:

Compiling Legislation: Information for the Maternity Protection Database was gathered through different methods. Researchers first reviewed existing laws that have been submitted to the ILO by member States. In 2003, special requests for information about the national legislation regulating maternity protection were sent by researchers to Ministries of Labour to seek information on any recent legislative changes. However, the response rate was low and as a result this information only represents a small part of the material taken into account when doing the research. Finally, researchers searched the Internet to find current legislation for member countries. In several cases, laws were available on national websites dealing with maternity protection and employment (ranging from official government websites to those of academic institutions and others).

Language: Some legislative texts were available in one of the ILO’s official languages (usually English), even when this was not the official language of the member State. In some cases these were official translations by the member state; in others, translations were unofficial versions, translated by the ILO, national Governments or other national organizations. Other legislative texts were used in

their original language, entered directly into the database when the original language was English, or translated directly by researchers with fluency in the member State's official language.

Missing Information. For some countries in the database, information for some categories is missing. There are several possible reasons for missing information:

- Legislative provisions concerning a particular issue may not exist in that particular country;
- Legislation regulating the issue was not available at the ILO and could not be found through other methods by the researchers;
- Relevant information was available, but in a language outside the knowledge of the researchers.

In general, it should be noted that the information included in the database is based on the data that was available to or found by the researchers. In some cases this may not be the most recent legislation if the member State has not forwarded current legislation to the ILO. Additionally, if an unofficial translation has been used, there may errors due to misunderstandings, or problems of interpretation.

Countries included in the Maternity Protection Database per region (countries with * only have information on duration of maternity leave, level of cash benefits and source of payment)

Africa	The Caribbean	Latin America	North America	Central Asia	East Asia	South Asia	South East Asia & the Pacific	Europe (EU)	Europe (Non-EU)	Middle East
Algeria	Antigua & Barbuda*	Argentina	Canada	Afghanistan*	Cambodia	Bangladesh*	Australia*	Austria	Albania	Bahrain*
Angola*	Bahamas	Bolivia	United States of America*	Azerbaijan	China*	India*	Fiji	Belgium	Belarus	Egypt
Benin*	Barbados	Brazil*		Kazakhstan*	Japan	Nepal*	Indonesia	Cyprus	Bosnia & Herzegovina	Iran, Islamic Republic
Botswana	Belize	Chile		Kyrgyzstan*	Korea, Republic of	Pakistan*	Kiribati*	Czech Republic*	Bulgaria	Iraq*
Burkina Faso	Dominica*	Colombia		Tajikistan	Lao People's Democratic Republic	Sri Lanka	New Zealand	Estonia	Croatia	Israel*

Africa	The Caribbean	Latin America	North America	Central Asia	East Asia	South Asia	South East Asia & the Pacific	Europe (EU)	Europe (Non-EU)	Middle East
Burundi*	Guyana*	Costa Rica		Uzbekistan	Malaysia		Papua New Guinea	France	Iceland	Jordan*
Cameroon	Jamaica*	Cuba			Mongolia		Philippines	Finland	Macedonia	Kuwait
Central African Republic	St. Kitts & Nevis*	Dominican Republic			Myanmar		Solomon Islands*	Germany	Moldova, Republic of	Lebanon
Chad*	St. Lucia*	Ecuador			Singapore			Greece*	Norway	Libyan Arab Jamahirya
Comoros*	St. Vincent & the Grenadines*	El Salvador			Thailand			Ireland	Romania	Qatar*
Congo (Brazzaville)*	Trinidad & Tobago*	Grenada*			Viet Nam			Italy	Russian Federation	Saudia Arabia*
Congo, Democratic Republic of*		Guatemala						Latvia	San Marino*	Syrian Arab Republic*
Côte d'Ivoire		Haiti*						Lithuania	Switzerland*	United Arab Emirates*
Djibouti*		Honduras						Luxembourg	Turkey*	Yemen*
Equatorial Guinea		Mexico						Malta*	Ukraine*	
Eritrea*		Nicaragua						Netherlands		
Ethiopia*		Panama						Poland		
Gabon		Paraguay						Portugal*		
Gambia*		Peru						Slovakia		
Ghana		Uruguay						Slovenia		
Guinea		Venezuela						Spain		
Guinea-Bissau*								Sweden		
Kenya*								United Kingdom		

