

WBL Methodology Workshop



WORLD BANK GROUP





Parenthood



Parenthood – Getting Started



Rwandan mothers to start getting full pay during maternity leave

June 15, 2023



Parenthood – Motivation



- **Paid maternity leave**—especially when publicly funded—is positively linked to women returning to work after childbirth, enhancing their long-term attachment to the labor market and reducing gender disparities in employment.
- **Government-managed maternity benefits** lower the financial burden on employers, which reduces the likelihood of discrimination against women of childbearing age and helps level the playing field in hiring and promotion.
- **Paid paternity leave** encourages men to share caregiving responsibilities from the outset, supporting women’s continuous career progression and contributing to better financial outcomes for families over time.
- Legal safeguards **against dismissal during pregnancy or after childbirth** are essential for ensuring women’s job security, promoting workforce participation, and protecting maternal and child health.



Pillar I – Parenthood Legal Frameworks



Underlying questions

01

Is There Paid Leave Available to Mothers?

- What is the length of paid leave available to mothers?

02

Are Leave Benefits for Mothers Paid by the Government?

- Are leave benefits paid solely by the government?
- Is the payment of leave benefits shared between the government and the employer?
- Are leave benefits paid solely by the employer?

03

Is There Paid Leave Available to Fathers?

- What is the length of paid leave available to fathers?

04

Is Dismissal of Pregnant Workers Prohibited?

- No underlying data points

Pillar I – Parenthood Legal Frameworks – I.6.1



I.6.1 Is There Paid Leave Available to Mothers?

0 - 1

25

I.6.1.1 What is the length of paid leave available to mothers?

Fractional scoring from 0 (0 days) to 1 point (at least 98 days) on a linear function

I.6.1.1 What is the length of paid leave available to mothers?

Based on the answer to question I.6.1.1, question I.6.1 receives:

- ▶ **A score of 1:** if the length of paid leave for mothers is at least 98 calendar days.
- ▶ **A score of 0:** if there is no paid leave for mothers.
- ▶ **A score calculated using a linear function:** if the length of paid leave for mothers is less than 98 calendar days and greater than 0. The score calculated using a linear function indicates that as the length of leave for mothers increases, the score increases.

International Standard

The most recent ILO standard on the duration of paid maternity leave mandates a **minimum leave period of 98 calendar days** (14 weeks), according to the ILO Maternity Protection Convention, 2000 (No. 183).

Pillar I – Parenthood Legal Frameworks – I.6.2



I.6.2 Are Leave Benefits for Mothers Paid by the Government?	0 - 1	25
I.6.2.1 Are leave benefits paid solely by the government?	1; OR	
I.6.2.2 Is the payment of leave benefits shared between the government and the employer?	0.50; OR	
I.6.2.3 Are leave benefits paid solely by the employer?	0	

I.6.2.1 Are leave benefits paid solely by the government?

Question I.6.2.1 is assigned a score of 1 if one of the following two conditions is met:

- ▶ Leave benefits are fully paid or administered by a government entity, including compulsory social insurance schemes (such as social security), public funds, or government-mandated private insurance; OR
- ▶ Leave benefits paid by the employer are fully reimbursed by the government to the employer.

I.6.2.2 Is the payment of leave benefits shared between the government and the employer?

Question I.6.2.2 is assigned a score of 0.50 if any of the cost of leave benefits is shared between the employer and the government.

I.6.2.3 Are leave benefits paid solely by the employer?

Question I.6.2.3 is assigned a score of 0 if one of the following two conditions is met:

- ▶ Leave benefits are fully paid or administered by the employer; OR
- ▶ Leave benefits that are paid by the employer are not reimbursed by the government; OR
- ▶ The score for indicator I.6.1 is 0.

Pillar I – Parenthood Legal Frameworks – I.6.3



I.6.3 Is There Paid Leave Available to Fathers?

0 - 1

25

I.6.3.1 What is the length of paid leave available to fathers?

Fractional scoring from 0 (0 days) to 1 point (at least 14 days) on a linear function

I.6.3.1 What is the length of paid leave available to fathers?

Based on the answer to question I.6.3.1, question I.6.3 receives:

- ▶ **A score of 1:** if the length of paid leave for fathers is at least 14 calendar days.
- ▶ **A score of 0:** if there is no paid leave for fathers.
- ▶ **A score calculated using a linear function:** if the length of paid leave for fathers is less than 14 calendar days and greater than 0. The score calculated using a linear function indicates that as the length of leave for fathers increases, the score increases.

International Standards

While international standards around the length of paid leave for fathers are lacking, regional initiative, such as the Directive 2019/1158 of the European Parliament requires that member states introduce paid paternity leave of **at least ten working days** (14 calendar days) to working fathers at around the time of childbirth. Studies show that fathers who take **at least two weeks of leave** are more likely to participate in childcare-related activities in the early years of children's lives than fathers who take less leave or none at all (Huerta et al. 2014; O'Brien 2009).

Pillar I – Parenthood Legal Frameworks – I.6.4



I.6.4 Is Dismissal of Pregnant Workers Prohibited?	0 or 1	25
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Question I.6.4 is assigned a score of 1 if one of the following three conditions is met:

- ▶ The law explicitly prohibits the dismissal of women during pregnancy and after childbirth (AND) The prohibition of dismissal is not restricted to a specific period (for example, only the period of maternity leave, or a limited period during the pregnancy) or to cases where pregnancy result in illness or disability; OR
- ▶ Pregnancy and childbirth cannot serve as grounds for terminating a contract; OR
- ▶ The dismissal of women during pregnancy and after childbirth is considered a form of unlawful termination, unfair dismissal, or wrongful discharge.



Pillar II – Parenthood Supportive Frameworks

Underlying questions

01

Is it Possible to Apply for Maternity Benefits Using a Single Government Application Process?

- No underlying data points

02

Are Incentives in Place to Encourage Fathers to Take Paternity Leave Upon the Birth of a Child?

- No underlying data points

03

Does the Government Publish Anonymized Sex-Disaggregated Data on Unpaid Care Work?

- No underlying data points

04

Are There Government-Led Initiatives Aimed at Promoting Equal Sharing of Unpaid Domestic and Care Work Responsibilities between Men and Women?

- No underlying data points

Pillar II – Parenthood Supportive Frameworks – II.6.1



II.6.1 Is it Possible to Apply for Maternity Benefits Using a Single Government Application Process?	0 or 1	25
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Question II.6.1. is assigned a score of 1 if the following two conditions are met:

- ▶ Maternity benefits are paid or administered solely by the government (OR) Payment is shared between the government and the employer as assessed under indicator I.6.2; AND
- ▶ A working woman can apply for maternity benefits through a single government process without the need for additional steps or the involvement of different government agencies (OR) Employers can apply for maternity benefits on behalf of beneficiaries.

Pillar II – Parenthood Supportive Frameworks – II.6.2



II.6.2 Are Incentives in Place to Encourage Fathers to Take Paternity Leave Upon the Birth of a Child?	0 or 1	25
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Question II.6.2. is assigned a score of 1 if the following two conditions are met:

- ▶ Fathers are entitled to paid paternity or parental leave as assessed under indicator I.6.3; AND
- ▶ There are incentives to promote fathers' uptake of paternity or parental leave.

In this indicator, “incentives” include, but are not limited to, bonus or cash payments, higher payments, additional paid leave, higher wage replacement, job protection, or other payments and concessions.

Pillar II – Parenthood Supportive Frameworks – II.6.3



II.6.3 Does the Government Publish Anonymized Sex-Disaggregated Data on Unpaid Care Work?	0 or 1	25
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Question II.6.3 is assigned a score of 1 if the following three conditions are met:

- ▶ A public entity, national statistical office, or social security administration has collected and published anonymized sex-disaggregated data on unpaid care work; AND
- ▶ The data were published within the past three years preceding the data collection cutoff date; AND
- ▶ The data are presented in a structured and comprehensive table format, either on a government-associated website or in an associated report. Data can be presented in either exact figures, averages, percentages, or descriptions.

Pillar II – Parenthood Supportive Frameworks – II.6.4



II.6.4 Are There Government-Led Initiatives Aimed at Promoting Equal Sharing of Unpaid Domestic and Care Work Responsibilities between Men and Women?	0 or 1	25
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Question II.6.4 is assigned a score of 1 if the government has currently undertaken or supported initiatives to promote the equal sharing of unpaid domestic and care work responsibilities between men and women.

In this indicator, “initiative” is defined as structured programs, policies, or set of actions undertaken and/or supported by governments and public institutions aimed at promoting the equitable distribution of unpaid domestic and care work between men and women. These initiatives may include public policy programs, public awareness campaigns, provision of support services, and informational or training programs, among others.

Pillar III – Parenthood Enforcement Perceptions



01

In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation on Paid Leave for Mothers in Practice?

02

In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation on Publicly Funded Cash Leave Benefits for Mothers in Practice?

03

In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation on Paid Leave for Fathers in Practice?

04

In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Prohibiting Dismissal of Pregnant Workers in Practice?

Likert Scale Responses

- Not at all enforced
- Rarely enforced
- Moderately enforced
- Mostly enforced
- Fully enforced

Pillar III – Parenthood Enforcement Perceptions – III.6.1



The Enforcement Perception question III.6.1 is displayed according to the score of I.6.1 Is There Paid Leave Available to Mothers?

If the score is 0:

No Enforcement Perception question is asked.

The economy obtains a score of 0 on indicator III.6.1

If the score is greater than 0:

III.6.1 In Your Opinion, To What Extent Do Public Authorities **Enforce** Existing Legislation on Paid Leave for Mothers in Practice?

Likert Scale	Scores (0-4)	Weighted Score (0-100)
Not at all enforced	0	0
Rarely enforced	1	25 multiplied by question score for I.6.1
Moderately enforced	2	50 multiplied by question score for I.6.1
Mostly enforced	3	75 multiplied by question score for I.6.1
Fully enforced	4	100 multiplied by question score for I.6.1

Pillar III – Parenthood Enforcement Perceptions – III.6.2



The Enforcement Perception question III.6.2 is displayed according to the score of I.6.2 Are Leave Benefits for Mothers Paid by the Government?

If the score is 0:

No Enforcement Perception question is asked.

The economy obtains a score of 0 on indicator III.6.2

If the score is greater than 0:

III.6.2 In Your Opinion, To What Extent Do Public Authorities **Enforce** Existing Legislation on Publicly Funded Cash Leave Benefits for Mothers in Practice?

Likert Scale	Scores (0-4)	Weighted Score (0-100)
Not at all enforced	0	0
Rarely enforced	1	25 multiplied by question score for I.6.2
Moderately enforced	2	50 multiplied by question score for I.6.2
Mostly enforced	3	75 multiplied by question score for I.6.2
Fully enforced	4	100 multiplied by question score for I.6.2



Pillar III – Parenthood Enforcement Perceptions – III.6.3

The Enforcement Perception question III.6.3 is displayed according to the score of I.6.3 Is There Paid Leave Available to Fathers?

If the score is 0:

No Enforcement Perception question is asked.

The economy obtains a score of 0 on indicator III.6.3

If the score is greater than 0:

III.6.3 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation on Paid Leave for Fathers in Practice?

Likert Scale	Scores (0-4)	Weighted Score (0-100)
Not at all enforced	0	0
Rarely enforced	1	25 multiplied by question score for I.6.3
Moderately enforced	2	50 multiplied by question score for I.6.3
Mostly enforced	3	75 multiplied by question score for I.6.3
Fully enforced	4	100 multiplied by question score for I.6.3

Pillar III – Parenthood Enforcement Perceptions – III.6.4



The Enforcement Perception question III.6.4 is displayed according to the score of I.6.4 Is Dismissal of Pregnant Workers Prohibited?

If the score is 0:

No Enforcement Perception question is asked.

The economy obtains a score of 0 on indicator III.6.4

If the score is 1:

III.6.4 In Your Opinion, To What Extent Do Public Authorities **Enforce** Existing Legislation Prohibiting Dismissal of Pregnant Workers in Practice?

Likert Scale	Scores (0-4)	Weighted Score (0-100)
Not at all enforced	0	0
Rarely enforced	1	25
Moderately enforced	2	50
Mostly enforced	3	75
Fully enforced	4	100