

Africa - WORLD African Parental Leave Laws 2022

WORLD Policy Analysis Center

Report generated on: July 1, 2026

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Identification

SURVEY ID NUMBER

afr-world-wapll-2022-v1

TITLE

WORLD African Parental Leave Laws 2022

ABBREVIATION OR ACRONYM

WAPLL 2022

COUNTRY

Name	Country code
Africa	afr

STUDY TYPE

Other

ABSTRACT

The WORLD Policy Analysis Center (WORLD) is committed to improving the quantity and quality of globally comparative data available to policymakers, citizens, civil society, and researchers on laws and policies that work to support human rights, including economic opportunity, social and civic engagement, human health, development, well-being, and equity. This dataset is part of a series that assesses progress in laws across African countries that lay the foundation for equal opportunities in childhood and gender equality. Paid parental leave has benefits for infant health, women's economic opportunities, and gender equality. WORLD's Paid Parental Leave, Africa 1995-2022 dataset was created to assess progress on laws guaranteeing paid leave for mothers and fathers of infants through a systematic review of legislation governing paid parental leave from 1995 to 2022 in 54 African countries. A public use legislative repository is available with the legislation used to code each African country. In some cases the laws made available are only the recent laws and not all the laws that relate to the coded data in the longitudinal African datasets.

KIND OF DATA

Legislation

UNIT OF ANALYSIS

Laws

Version

VERSION DESCRIPTION

v1: Edited anonymised data for distribution as public access share-alike data

VERSION DATE

2024

Scope

NOTES

The data covers legislative guarantees and key features of paid parental leave for mothers and fathers of infants.

Coverage

GEOGRAPHIC UNIT

The data is at the country level and covers the following countries: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Democratic Republic of the Congo, Republic of the Congo, Cote d'Ivoire, Djibouti, Egypt, Equatorial Guinea, Eritrea, Ethiopia, Gabon, The Gambia, Ghana, Guinea, Guinea-Bissau,

Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Eswatini, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
WORLD Policy Analysis Center	University of California, Los Angeles

FUNDING AGENCY/SPONSOR

Name	Role
Bill & Melinda Gates Foundation	Funding agency
Conrad N. Hilton Foundation	Funding agency
William and Flora Hewlett Foundation	Funding agency

Data Collection

DATES OF DATA COLLECTION

Start	End	Cycle
2022	2022	1995-2022

DATA COLLECTION MODE

Other

DATA COLLECTION NOTES

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

DATA SOURCES

In selecting data sources to analyze, WORLD's first priority is to identify sources containing full-text original legislation. To ensure the greatest level of accuracy and comparability across countries, the aim is always to read the original laws (primary sources) rather than secondary summaries or policy descriptions. Primary sources allow for more accurate coding across countries, particularly in complex legal areas. Working with primary sources also allows us to provide excerpts or links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. Documents are reviewed in their original language or in a translation into one of the UN's official languages. Secondary sources are used when information is unclear or insufficient for particular countries. In choosing these secondary sources, those that are comparable across multiple countries are prioritized, such as global or regional sources. When using information sources that cover a limited number of countries, the aim is to ensure that the information they contain can be made consistent with other sources.

For the Protection from Child Marriage Database, legislation to construct the data was located primarily through official country websites, the Lexadin World Law Guide, the Foreign Law Guide, the International Labour Organization (ILO)'s NATLEX database, the Pacific Islands Legal Information Institute, the Asian Legal Information Institute, and JaFBase. In some cases, hard copies and electronic copies of legislation were obtained from libraries such as the Swiss Institute for Comparative Law, the University of California Los Angeles (UCLA) Law Library, the Harvard Law School Library, and the Northwestern University Library. The data captures national-level legislation. In countries where minimum age of marriage laws are set at the state or provincial level coding is based on the lowest minimum age among all of their states or provinces. Given that the scope of the full project includes 193 UN member states, and that the role and strength of case law

varies substantially across countries, an analysis of case law relevant to legal provisions for the minimum age of marriage could not be included. Including case law in future analyses will be helpful to better understand the minimum age of marriage permitted by law.

When legislation was not available from these sources, analysts reviewed the most recent reports submitted by countries to the monitoring committees of the Convention on the Rights of the Child (CRC) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as well as the reports detailing the committees' concluding observations. The foundation for the longitudinal data from 1995 to 2013 was built in collaboration with McGill University's Maternal and Child Health Equity (MACHEquity) team. WORLD's team updated and expanded the data to May 31, 2023.

CODING FRAMEWORKS

In this work, coding refers to the process of translating legislative, policy, or constitutional text into a set of features which can be quantitatively analyzed to provide readily understandable summaries of policy approaches across countries and transformed into data visualizations, such as maps or charts. For example, a researcher reviews many pieces of labor and social security legislation and uses them to answer questions such as: Does a country guarantee paid parental leave? Is it available to all parents, only mothers, or only fathers? How long is paid leave? What is the wage replacement rate? How long do workers need to have been employed to access paid leave?

To answer these questions consistently across countries, the WORLD team first identify the essential policy features to be captured, including intrinsic characteristics, such as coverage; important elements identified in policy research; and minimum standards recognized in global agreements, where they exist. Researchers then read legislative text from 20 to 30 countries to develop an understanding of the approaches countries take in each of these areas. A coding framework consisting of questions and close-ended responses is developed to capture the essential policy features systematically across countries based on the range of approaches identified. Research team members then test whether this coding framework accurately captures approaches on an additional ten to twenty nations.

Once a viable framework is created, feedback is sought from civil society and researchers working in these areas to ensure the questions asked will provide the critical answers needed to inform policy debates. Their feedback can lead to more scoping and test coding to determine which questions are feasible to answer with available legislation, recognizing that some important areas are not always covered by national laws and policies. For example, access to sanitation facilities and safe transportation matters deeply to girls' ability to complete their education but is rarely addressed in a meaningful way in national-level education laws and policies. In other cases, new areas of research might involve going beyond the initial legislation we planned to code, expanding the scale of the project.

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

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

CODING PROCESS

Core to ensuring transparency and consistency is developing a codebook that details the rules and examples for coding each question. Researchers rely on this codebook to make decisions on coding policy features. The codebook is designed to be as straightforward as possible, but some questions require judgment calls. To minimize human error, we use a double-coding system where two researchers independently code legal text for each country and then meet to compare their results. When two researchers cannot reach consensus based on the existing codebook, they bring these questions to the full coding team and senior analysts. This team meets regularly to discuss any questions or concerns that arise through the coding process. We record detailed minutes of these meetings and update the codebook to reflect any determinations that impact the coding rules.

ACCURACY, ANALYSIS, AND UPDATING

Upon completion of coding, the WORLD team conducts systematic quality checks. They also carry out targeted checks of countries that appear as outliers globally or for their region or income level.

World uses the most up-to-date sources available for each of their datasets. While this approach is designed to achieve accuracy, it is important to note that when publicly available sources have not been fully updated, the most recent

amendments may not be captured in the data. Further, the process of coding legislation inevitably involves important matters of interpretation. For all datasets, the WORLD team welcome receiving feedback and copies of laws from anyone who believes the datab may not be fully up-to-date.

DATA COLLECTORS

Name	Abbreviation
WORLD Policy Analysis Center	WORLD

Access policy

CONTACTS

Name	Affiliation	Email	URL
DataFirst Support	University of Cape Town	support@data1st.org	www.support.data1st.org

ACCESS CONDITIONS

Public access data for use under a Creative Commons CC-BY-SA (Attribution plus Share-Alike) License

CITATION REQUIREMENTS

WORLD Policy Analysis Center (WORLD). WORLD African Parental Leave Laws 2022 [dataset]. Version 1. Los Angeles: WORLD Policy Analysis Center [producer], 2024. Cape Town: DataFirst [distributor], 2024. DOI: <https://doi.org/10.25828/8rm1-xx89>

ACCESS AUTHORITY

Name	Affiliation	Email	URL
DataFirst	University of Cape Town	support@data1st.org	support.data1st.org

Metadata production

PRODUCERS

Name	Abbreviation	Role
WORLD Policy Analysis Center	WORLD	Metadata producer
DataFirst		Metadata producer

DATE OF METADATA PRODUCTION

2025-09-26

DDI DOCUMENT VERSION

Version 2

Data Description

Data file	Cases	Variables
ppl-1995-2022-v1	1496	18

Data file: ppl-1995-2022-v1

Cases: 1496

Variables: 18

Variables

ID	Name	Label	Question
V19	country	country	
V20	count1		
V21	count2		
V22	count3		
V23	count4		
V24	year		
V25	mat_leave_dur	Duration of paid maternal leave in weeks	
V26	pat_leave_wrr_min	Minimum wage replacement rate of paid paternal leave	
V27	pat_leave_wrr_max	Maximum wage replacement rate of paid paternal leave	
V28	mat_leave_wrr_min	Minimum wage replacement rate of paid maternal leave	
V29	mat_leave_wrr_max	Maximum wage replacement rate of paid maternal leave	
V30	pat_leave_dur	Duration of paid paternal leave in weeks	
V31	mat_leave_fte	FTE weeks of paid maternal leave	
V32	pat_leave_fte	FTE weeks of paid paternal leave	
V33	iso3	ISO 3	
V34	region	World Bank Region	
V35	wb_econ	World Bank Income-level	
V36	iso2	ISO 2	

Total: 18

COUNTRY: country**Data file: ppl-1995-2022-v1****Overview**

Valid: 1496 Invalid: 0

Type: Discrete Width: 32 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Algeria		28	1.9%
Angola		28	1.9%
Benin		28	1.9%
Botswana		28	1.9%
Burkina Faso		28	1.9%
Burundi		28	1.9%
Cameroon		28	1.9%
Cape Verde		28	1.9%
Central African Republic		28	1.9%
Chad		28	1.9%
Comoros		28	1.9%
Cote d'Ivoire		28	1.9%
Democratic Republic of the Congo		28	1.9%
Djibouti		28	1.9%
Egypt		28	1.9%
Equatorial Guinea		28	1.9%
Eritrea		28	1.9%
Eswatini		28	1.9%
Ethiopia		28	1.9%
Gabon		28	1.9%
Ghana		28	1.9%
Guinea		28	1.9%
Guinea-Bissau		28	1.9%
Kenya		28	1.9%
Lesotho		28	1.9%
Liberia		28	1.9%
Libya		28	1.9%
Madagascar		28	1.9%
Malawi		28	1.9%
Mali		28	1.9%

Mauritania		28	1.9%
Mauritius		28	1.9%
Morocco		28	1.9%
Mozambique		28	1.9%
Namibia		28	1.9%
Niger		28	1.9%
Nigeria		28	1.9%
Republic of the Congo		28	1.9%
Rwanda		28	1.9%
Sao Tome and Principe		28	1.9%
Senegal		28	1.9%
Seychelles		28	1.9%
Sierra Leone		28	1.9%
Somalia		28	1.9%
South Africa		28	1.9%
South Sudan		12	0.8%
Sudan		28	1.9%
Tanzania		28	1.9%
The Gambia		28	1.9%
Togo		28	1.9%
Tunisia		28	1.9%
Uganda		28	1.9%
Zambia		28	1.9%
Zimbabwe		28	1.9%

COUNT1:**Data file: ppl-1995-2022-v1****Overview**

Valid: 0 Invalid: 0

Type: Discrete Width: 1 Range: - Format: character

COUNT2:**Data file: ppl-1995-2022-v1****Overview**

Valid: 0 Invalid: 0

Type: Discrete Width: 1 Range: - Format: character

COUNT3:**Data file:** ppl-1995-2022-v1**Overview**

Valid: 0 Invalid: 0
 Type: Discrete Width: 1 Range: - Format: character

COUNT4:**Data file:** ppl-1995-2022-v1**Overview**

Valid: 0 Invalid: 0
 Type: Discrete Width: 1 Range: - Format: character

YEAR:**Data file:** ppl-1995-2022-v1**Overview**

Valid: 1496 Invalid: 0 Minimum: 1995 Maximum: 2022 Mean: 2008.564 Standard deviation: 8.085
 Type: Continuous Decimal: 0 Width: 4 Range: 1995 - 2022 Format: Numeric

MAT_LEAVE_DUR: Duration of paid maternal leave in weeks**Data file:** ppl-1995-2022-v1**Overview**

Valid: 1496 Invalid: 0 Minimum: 0 Maximum: 26 Mean: 11.964 Standard deviation: 3.737
 Type: Continuous Decimal: 0 Width: 2 Range: 0 - 26 Format: Numeric

PAT_LEAVE_WRR_MIN: Minimum wage replacement rate of paid paternal leave**Data file:** ppl-1995-2022-v1**Overview**

Valid: 1496 Invalid: 0 Minimum: 0 Maximum: 100 Mean: 34.023 Standard deviation: 47.347
 Type: Continuous Decimal: 0 Width: 3 Range: 0 - 100 Format: Numeric

PAT_LEAVE_WRR_MAX: Maximum wage replacement rate of paid paternal leave**Data file:** ppl-1995-2022-v1**Overview**

Valid: 1496 Invalid: 0 Minimum: 0 Maximum: 100 Mean: 34.023 Standard deviation: 47.347
 Type: Continuous Decimal: 0 Width: 3 Range: 0 - 100 Format: Numeric

MAT_LEAVE_WRR_MIN: Minimum wage replacement rate of paid maternal leave**Data file:** ppl-1995-2022-v1**Overview**

Valid: 1496 Invalid: 0 Minimum: -8 Maximum: 100 Mean: 85.828 Standard deviation: 26.529
Type: Continuous Decimal: 0 Width: 3 Range: -8 - 100 Format: Numeric

MAT_LEAVE_WRR_MAX: Maximum wage replacement rate of paid maternal leave**Data file:** ppl-1995-2022-v1**Overview**

Valid: 1496 Invalid: 0 Minimum: -8 Maximum: 100 Mean: 87.355 Standard deviation: 25.379
Type: Continuous Decimal: 0 Width: 3 Range: -8 - 100 Format: Numeric

PAT_LEAVE_DUR: Duration of paid paternal leave in weeks**Data file:** ppl-1995-2022-v1**Overview**

Valid: 1496 Invalid: 0 Minimum: 0 Maximum: 2 Mean: 0.218 Standard deviation: 0.41
Type: Continuous Decimal: 0 Width: 1 Range: 0 - 2 Format: Numeric

MAT_LEAVE_FTE: FTE weeks of paid maternal leave**Data file:** ppl-1995-2022-v1**Overview**

Valid: 1472 Invalid: 24 Minimum: 0 Maximum: 26 Mean: 10.472 Standard deviation: 4.414
Type: Continuous Decimal: 0 Width: 2 Range: 0 - 26 Format: Numeric

PAT_LEAVE_FTE: FTE weeks of paid paternal leave**Data file:** ppl-1995-2022-v1**Overview**

Valid: 1496 Invalid: 0 Minimum: 0 Maximum: 2 Mean: 0.217 Standard deviation: 0.405
Type: Continuous Decimal: 0 Width: 1 Range: 0 - 2 Format: Numeric

ISO3: ISO 3**Data file:** ppl-1995-2022-v1

Overview

Valid: 1496 Invalid: 0

Type: Discrete Width: 3 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
AGO		28	1.9%
BDI		28	1.9%
BEN		28	1.9%
BFA		28	1.9%
BWA		28	1.9%
CAF		28	1.9%
CIV		28	1.9%
CMR		28	1.9%
COD		28	1.9%
COG		28	1.9%
COM		28	1.9%
CPV		28	1.9%
DJI		28	1.9%
DZA		28	1.9%
EGY		28	1.9%
ERI		28	1.9%
ETH		28	1.9%
GAB		28	1.9%
GHA		28	1.9%
GIN		28	1.9%
GMB		28	1.9%
GNB		28	1.9%
GNQ		28	1.9%
KEN		28	1.9%
LBR		28	1.9%
LBY		28	1.9%
LSO		28	1.9%
MAR		28	1.9%
MDG		28	1.9%
MLI		28	1.9%
MOZ		28	1.9%
MRT		28	1.9%

MUS		28	1.9%
MWI		28	1.9%
NAM		28	1.9%
NER		28	1.9%
NGA		28	1.9%
RWA		28	1.9%
SDN		28	1.9%
SEN		28	1.9%
SLE		28	1.9%
SOM		28	1.9%
SSD		12	0.8%
STP		28	1.9%
SWZ		28	1.9%
SYC		28	1.9%
TCD		28	1.9%
TGO		28	1.9%
TUN		28	1.9%
TZA		28	1.9%
UGA		28	1.9%
ZAF		28	1.9%
ZMB		28	1.9%
ZWE		28	1.9%

REGION: World Bank Region

Data file: ppl-1995-2022-v1

Overview

Valid: 1496 Invalid: 0

Type: Discrete Width: 26 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Middle East & North Africa		168	11.2%
Sub-Saharan Africa		1328	88.8%

WB_ECON: World Bank Income-level**Data file: ppl-1995-2022-v1****Overview**

Valid: 1496 Invalid: 0 Minimum: 1 Maximum: 4
 Type: Continuous Decimal: 0 Width: 1 Range: 1 - 4 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	Low-income	600	40.1%
2	Middle-income	868	58%
4	High-income	28	1.9%

ISO2: ISO 2**Data file: ppl-1995-2022-v1****Overview**

Valid: 1496 Invalid: 0
 Type: Discrete Width: 2 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
AO		28	1.9%
BF		28	1.9%
BI		28	1.9%
BJ		28	1.9%
BW		28	1.9%
CD		28	1.9%
CF		28	1.9%
CG		28	1.9%
CI		28	1.9%
CM		28	1.9%
CV		28	1.9%
DJ		28	1.9%
DZ		28	1.9%
EG		28	1.9%
ER		28	1.9%

ET		28	1.9%
GA		28	1.9%
GH		28	1.9%
GM		28	1.9%
GN		28	1.9%
GQ		28	1.9%
GW		28	1.9%
KE		28	1.9%
KM		28	1.9%
LR		28	1.9%
LS		28	1.9%
LY		28	1.9%
MA		28	1.9%
MG		28	1.9%
ML		28	1.9%
MR		28	1.9%
MU		28	1.9%
MW		28	1.9%
MZ		28	1.9%
NA		28	1.9%
NE		28	1.9%
NG		28	1.9%
RW		28	1.9%
SC		28	1.9%
SD		28	1.9%
SL		28	1.9%
SN		28	1.9%
SO		28	1.9%
SS		12	0.8%
ST		28	1.9%
SZ		28	1.9%
TD		28	1.9%
TG		28	1.9%
TN		28	1.9%
TZ		28	1.9%
UG		28	1.9%
ZA		28	1.9%
ZM		28	1.9%
ZW		28	1.9%

Download related resources

Other materials

Paid Parental Leave, Africa, 1995-2022 public use data dictionary

Title	Paid Parental Leave, Africa, 1995-2022 public use data dictionary
Date	2024-01-01
Country	Africa
Language	English
Contributor(s)	This is the data dictionary for the data file
Description	This is the codebook for the study
Filename	ppl-2022-dict.pdf

[African Parental Leave Laws 2022]

Title	[African Parental Leave Laws 2022]
Date	2022-01-01
Contributor(s)	This is a zipped folder containing African laws related to paid parental leave at 2022
Filename	african-family-health-leave-laws-2022.zip
