



**WORLD Policy
Analysis Center**

Paid Leave for Family Health Needs

Public Use Data Dictionary



PAID LEAVE FOR FAMILY HEALTH NEEDS PUBLIC USE DATA DICTIONARY

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ABOUT THE DATA

OVERVIEW OF ORGANIZATIONS

The mission of the WORLD Policy Analysis Center (WORLD) is to strengthen equal rights and opportunities globally by providing civil society, policymakers, citizens, and other researchers with tools to advance feasible and effective policy approaches for improving the well-being of individuals, families, communities, and societies. WORLD captures quantitatively comparative data for 193 United Nations (UN) countries on adult labor and working conditions, discrimination at work, child marriage, aging, education, constitutional rights, health, disability, family, migration, child labor, environment, and income policies. WORLD works with partners to promote evidence-based decision-making across these areas.

In creating this dataset, our goal was to ensure the accuracy and timeliness of the data we present. We look forward to receiving feedback from data users if they believe that any individual countries have been placed in the wrong category. If you are aware of an error in our data, please contact us at world@ph.ucla.edu to report the error. Please provide a link to the relevant law from which the information can be verified.

BUILDING THE DATA CENTER

We examine constitutional and legal provisions as they set a foundation for citizens' 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.

When determining which laws, rights, and policies to include in the data center, we prioritize policies that meet one or more of the following criteria: 1) there is widespread global consensus on their value; 2) research evidence supports their importance to human development, health or well-being in a variety of geographic, social, and economic circumstances; or 3) input from civil society, policymakers, and other stakeholders indicates there are urgent questions about policy design that comparative data could help address.

DATA SOURCES

In selecting data sources to analyze, our first priority is to identify sources containing full-text original legislation. To ensure the greatest level of accuracy and comparability across countries, we always aim 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. We review documents 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, we prioritize those that are comparable across multiple countries, such as global or regional sources. When using information sources that cover a limited number of countries, we aim to ensure that the information they contain can be made consistent with other sources.

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, we first identify the essential policy features that we want to capture, 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 we have a viable framework, we seek feedback from civil society and researchers working in these areas to ensure the questions we are asking 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 aren't 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, we conduct systematic quality checks. We also carry out targeted checks of countries that appear as outliers globally or for their region or income level.

For each of our databases, we use the most up-to-date sources available. 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 our databases. Further, our process of coding legislation inevitably involves important matters of interpretation. For all databases, we welcome receiving feedback and copies of laws from anyone who believes the databases may not be fully up-to-date.

NATIONAL AND SUBNATIONAL LEVELS

Our goal is to understand the scope of policy provisions and whether they extend protections to all, including, for example, workers in the informal economy, racial and ethnic minorities, urban and rural residents, and those in the poorest households. Accordingly, we code for policies in place at a national level with wide coverage. When policies are legislated subnationally, that is, when states or cities provide protections without a national guarantee, we code for the minimum guaranteed level of protection covering all states so as to not overstate safeguards available only in limited localities. In the future, we hope that a team will be able to analyze information about state/provincial policies and laws in all federal systems for each area.

THE PAID LEAVE FOR FAMILY HEALTH NEEDS DATABASE

The WORLD Policy Analysis Center created the Paid Leave for Family Health Needs Database through a systematic review of labor legislation, complemented by information from secondary sources. This data reflects laws in place as of January 2022. The primary sources of information were national labor and social security laws. The full-text copies of these national laws, in addition to the corresponding information on their history of amendment and repeal, were located mainly through the International Labour Organization (ILO)'s NATLEX database, as well as through other trustworthy sources such as the ILO's Working Conditions Laws Database, TRAVAIL. When full-text labor and social security legislation was not available through NATLEX or TRAVAIL, researchers located this legislation through official country websites, as well as other sources, such as the World Bank's Women, Business and the Law, Lexadin, and the World Legal Information Institute. In some cases, hard copies of legislation were obtained from libraries such as the Swiss Institute for Comparative Law, the UCLA Law Library, the Harvard Law Library, and the McGill University library.

The Social Security Programs throughout the World (SSPTW) database, based on data from the International Social Security Association, was used to complement legislative information about paid leave policies outlined in legislation. SSPTW reports were reviewed for every country in our database for which they were available.

Additional sources used to clarify information or fill in missing details was drawn from the following:

- International Review of Leave Policies and Related Research (leavenetwork.org)
- Benefit summaries and information available from the Mutual Information System on Social Protection and the Mutual Information System on Social Protection of the Council of Europe; and
- The ILO's Care at Work: Investing in care leave and serves for a more gender equal world of work, 2022

DATA

While exhaustive methods were used to collect data, comparable information was not always available for all 193 UN member states for every indicator. In these cases, the relevant variable will be blank in the datasets.

COUNTRY IDENTIFIER VARIABLES

Variable Name	Variable Values	Variable Description
country		Name of country
iso_2		2-digit ISO country code
iso_3		3-digit ISO country code
region		Country geographical region (World Bank classification) ¹
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: 2020)

¹ While Malta is classified as part of the Middle East and North Africa by the World Bank (WB), it is also a member of the European Union (EU) and therefore more likely to have legislation reflecting the EU's principles and directives. Thus, we classified Malta as a part of Europe and Central Asia. All other countries retained their WB classifications.

THE PAID LEAVE FOR FAMILY HEALTH NEEDS DATABASE

Variable Name	Variable Values	Variable Notes
<p>Are workers guaranteed paid leave specifically for family needs?</p> <p>(t_fnlv)</p>	<p>1: No leave 3: Unpaid leave only 5: Yes, paid leave</p>	<ul style="list-style-type: none"> Family needs is leave broadly available for family reasons, domestic matters, family responsibilities, or events affecting the workers' household. Family emergencies, leave for the birth of a child, leave for family health needs, and leave for family events such as marriages or funerals are captured separately in other variables. Leave that is at the discretion of the employer is not considered a guarantee of paid family needs leave.
<p>Are workers guaranteed paid leave that can be taken at the worker's discretion?</p> <p>(t_fh_ds)</p>	<p>1: No leave 3: Unpaid leave only 5: Yes, paid leave</p>	<ul style="list-style-type: none"> Discretionary leave is leave generally available to workers separate from annual leave entitlements for unspecified purposes. Leave that is at the discretion of the employer is not considered a guarantee of discretionary leave.
<p>Are workers guaranteed paid leave specifically for family emergencies?</p> <p>(t_felv)</p>	<p>1: No leave 3: Unpaid leave only 5: Yes, paid leave</p>	<ul style="list-style-type: none"> Family emergency leave is leave available for urgent family circumstances, family emergencies, and emergencies affecting a worker's household. Leave specifically for urgent family health needs or accidents is captured separately in other variables.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • Leave that is at the discretion of the employer is not considered a guarantee of paid family emergency leave.
<p>Are workers guaranteed paid leave specifically for emergency reasons?</p> <p>(t_emlv)</p>	<p>1: No leave 3: Unpaid leave only 5: Yes, paid leave</p>	<ul style="list-style-type: none"> • Emergency leave is leave available for personal emergencies or urgent situations. This does not include leave specifically available for widespread national emergencies or natural disasters. • Leave that is at the discretion of the employer is not considered a guarantee of emergency leave.
<p>Are working women and men guaranteed any leave for children's health needs?</p> <p>(health_anylv_pdu)</p>	<p>1: No, no leave 2: Only available to mothers 3: Unpaid leave only for parents 5: Yes, paid leave for parents</p>	<ul style="list-style-type: none"> • 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. • Leave for children's health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • <i>Only available to mothers</i> means that leave for children's health needs is only available to women. This leave is categorized separately because of the implications for gender equality.
<p>Are working women and men guaranteed leave specifically for children's health needs?</p> <p>(health_lv_pdu_comb)</p>	<p>1: No, no leave 2: Only available to mothers 3: Unpaid leave only for parents 5: Yes, paid leave for parents</p>	<ul style="list-style-type: none"> • Leave specifically for children's health needs includes leave specifically designated for children's health needs. • Leave for children's health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • <i>Only available to mothers</i> means that leave for children's health needs is only available to women. This leave is categorized separately because of the implications for gender equality.
<p>Are working women and men guaranteed any</p>	<p>1: No, no leave 2: Only available to mothers</p>	<ul style="list-style-type: none"> • Any leave for children's everyday health needs includes leave specifically designated for children's health needs excluding cases where leave is available only for serious illnesses, hospitalization, or

Variable Name	Variable Values	Variable Notes
leave for their children's everyday health needs? (anylv_ch_evday)	3: Unpaid leave only for parents 5: Yes, paid leave for both parents	urgent health needs, as well as discretionary and family needs leave which may be used for health needs. <ul style="list-style-type: none"> • <i>Only available to mothers</i> means that leave for children's health needs is only available to women. This leave is categorized separately because of the implications for gender equality. • Some countries only allow parents to take this leave to meet younger children's health needs.
Are working women and men guaranteed leave specifically for their children's everyday health needs? (wom_evday_chhlth)	1: No, no leave 2: Only available to mothers 3: Unpaid leave only for parents 5: Yes, paid leave for both parents	<ul style="list-style-type: none"> • Leave for children's everyday health needs includes leave specifically designated for children's health needs, but does not include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • <i>Only available to mothers</i> means that leave for children's health needs is only available to women. This leave is categorized separately because of the implications for gender equality. • Some countries only allow parents to take this leave to meet younger children's health needs.
How much paid leave is available to parents to meet the everyday health needs of a child aged X? (chlv_*_evday)	1: No paid leave 2: Less than 1 week 3: 1-1.9 weeks 4: 2 – 3.9 weeks 5: 4 weeks or more, or leave available as needed	<ul style="list-style-type: none"> • This series of variables examines the duration of paid leave available by age of child. Some countries only allow parents to take this leave to meet younger children's health needs. • Any leave for children's everyday health needs includes leave specifically designated for children's health needs excluding cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, as well as discretionary and family needs leave which may be used for health needs. • Leave available as needed means that leave is available until the child recovers, or parents are entitled to take leave for each episode of illness. • Leave available only to mothers is categorized as <i>No paid leave</i>.

Variable Name	Variable Values	Variable Notes
<p>How much paid leave is available to parents to meet the serious health needs of a child aged X?</p> <p>(chlv_*_ser)</p>	<p>1: No paid leave 2: Less than 2 weeks 3: 2 – 5.9 weeks 4: 6 – 25.9 weeks 5: 26 weeks or more, for duration of hospitalization, or until recovery</p>	<ul style="list-style-type: none"> • This series of variables examines the duration of paid leave available by age of child. Some countries only allow parents to take this leave to meet younger children’s health needs. • Any leave for children’s serious 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. • Leave available only to mothers is categorized as <i>No paid leave</i>.
<p>How much paid leave is available to parents to meet the everyday and disability-specific health needs of a child aged X with disabilities?</p> <p>(chlv_*_dis)</p>	<p>1: No paid leave 2: Less than 1 week 3: 1-1.9 weeks 4: 2 – 3.9 weeks 5: 4 weeks or more, or leave available as needed</p>	<ul style="list-style-type: none"> • This series of variables examines the duration of paid leave available by age of child. Some countries only allow parents to take this leave to meet younger children’s health needs. • Any leave for children’s everyday health needs includes leave specifically designated for children’s health needs excluding cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, as well as discretionary and family needs leave which may be used for health needs. • Paid leave for disability-specific health needs includes leave explicitly made available for the health needs of children with disabilities. Some countries refer to children with physical disabilities, some refer to children with mental health conditions or intellectual disabilities, and some discuss children or family members with disabilities in general. For the purposes of this variable the term “children with disabilities” captures all of these definitions. • Leave available as needed means that leave is available for as long as treatment is required, or parents are entitled to take leave for each episode requiring care. • Leave available only to mothers is categorized as <i>No paid leave</i>.
<p>What is the lowest wage replacement rate of paid leave available for</p>	<p>1: No paid leave 2: Flat rate, adjusted flat rate, or percent of unemployment benefits</p>	<ul style="list-style-type: none"> • In cases where wage-replacement rates vary during leave, the lowest rate reflects the lowest level of wage replacement available over the course of the paid leave.

Variable Name	Variable Values	Variable Notes
children's everyday health needs? (chlv_min_wrr_gen)	3: 25% - 59% 4: 60% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> Any leave for children's everyday health needs includes leave specifically designated for children's health needs excluding cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, as well as discretionary and family needs leave which may be used for health needs. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary. Leave available only to mothers is categorized as <i>No paid leave</i>.
What is the maximum wage replacement rate of paid leave for children's everyday health needs? (chlv_max_wrr_gen)	1: No paid leave 2: Flat rate, adjusted flat rate, or percent of unemployment benefits 3: 25% - 59% 4: 60% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> Any leave for children's everyday health needs includes leave specifically designated for children's health needs excluding cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, as well as discretionary and family needs leave which may be used for health needs. In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the paid leave. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary. Leave available only to mothers is categorized as <i>No paid leave</i>.
What is the lowest wage replacement rate of paid leave available for children's serious health needs? (chlv_min_wrr_ser)	1: No paid leave 2: Flat rate, adjusted flat rate, or percent of unemployment benefits 3: 25% - 59% 4: 60% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> In cases where wage-replacement rates vary during leave, the lowest rate reflects the lowest level of wage replacement available over the course of the paid leave. Any leave for children's serious 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. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary. Leave available only to mothers is categorized as <i>No paid leave</i>.

Variable Name	Variable Values	Variable Notes
<p>What is the maximum wage replacement rate of paid leave for children's serious health needs?</p> <p>(chlv_max_wrr_ser)</p>	<p>1: No paid leave 2: Flat rate, adjusted flat rate, or percent of unemployment benefits 3: 25% - 59% 4: 60% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> Any leave for children's serious 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. In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the paid leave. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary. Leave available only to mothers is categorized as <i>No paid leave</i>.
<p>Can working grandparents take paid leave specifically for their grandchildren's health needs?</p> <p>(gchild)</p>	<p>1: No paid leave 2: No explicit guarantee for grandparents 3: Leave available for dependents 4: Leave available for grandparents living in the same household 5: Guaranteed for grandparents</p>	<ul style="list-style-type: none"> Leave specifically for children's health needs includes leave specifically designated for children's health needs. Leave for children's health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. <i>No explicit guarantee for grandparents</i> means paid leave is available for parents, but not explicitly grandparents.
<p>Are workers guaranteed any leave for their adult family member's health needs?</p> <p>(ad_hlthany_lv)</p>	<p>1: No, no leave 3: Unpaid leave only 5: Yes, paid leave</p>	<ul style="list-style-type: none"> 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. Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. Leave for adult family members' health needs may be limited to specific family members, such as a spouse or parent.

Variable Name	Variable Values	Variable Notes
<p>What is the lowest wage replacement rate during paid leave for adult family members?</p> <p>(fhlv_any_min_wrr)</p>	<p>1: No paid leave 2: Flat rate, adjusted flat rate, or percent of unemployment benefits 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> • 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. • In cases where wage-replacement rates vary during leave, the lowest rate reflects the highest level of wage replacement available over the course of the paid leave for adult family members' health needs. This benefit may be paid by the employer, social security system, or both simultaneously. • A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
<p>What is the maximum wage replacement rate during paid leave for adult family members?</p> <p>(fhlv_any_max_wrr)</p>	<p>1: No paid leave 2: Flat rate, adjusted flat rate, or percent of unemployment benefits 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> • 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. • In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the paid leave for adult family members' health needs. This benefit may be paid by the employer, social security system, or both simultaneously. • A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.

The variables in the table that follows are available for each type of adult family member below:

- Spouse which captures references to spouse, husband or wife, family member, relative, immediate family, and relatives to the first degree.
- Partner which captures references to cohabitant partner, unmarried spouse, defacto partner, person who resides with the employee in a relationship of domestic dependency, or common-law partner.
- Parent which captures references to parent, mother or father, immediate family, family member, relative, blood relatives, predecessors, ascendants, and relatives to the first degree. One country (Israel) limits paid leave to parents aged 65 and older.
- Adult children ('adlchld') which captures references to child without restrictions on their age, family member, relative, immediate family, blood relatives, descendants, and relatives to the first degree.

- Sibling which captures references to siblings, brother or sister, immediate family, blood relatives, predecessors, ascendants, and relatives to the first degree.
- Grandparent ('grand') which captures references to grandparents, grandmother of grandfather, blood relatives, descendants, and relatives to the secondary degree.
- Parents-in-law ('inlaw') which captures references to parent-in-law, husband or wife's parent, and mother-in-law and father-in-law.

Variable Name	Variable Values	Variable Notes
Are workers guaranteed leave specifically to care for their [relative]'s health needs? (*_lv)	1: No paid leave 2: For dependents only 3: For 'family members' or 'relatives' living within the household 4: Paid for those living in the household 5: Paid leave 9: For 'family members' or 'relatives' living outside the household	<ul style="list-style-type: none"> • Leave specifically for adult family members' health needs includes leave specifically designated to care for adult family members' health needs. • Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • Available for 'family members' or 'relatives' means that legislation broadly guarantees leave for family health needs, but does not specify the type of relationship.
Are workers guaranteed any leave to care for their [relative]'s health needs? (*_any_lv)	1: No paid leave 2: For dependents only 3: For 'family members' or 'relatives' living within the household 4: Paid for those living in the household 5: Paid leave 9: For 'family members' or 'relatives' living outside the household	<ul style="list-style-type: none"> • 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. • Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • Available for 'family members' or 'relatives' means that legislation broadly guarantees leave for family health needs, but does not specify the type of relationship.
	1: No paid leave 2: Less than one week	

<p>How much paid leave is specifically for a [relative]'s health needs? (fhlv*_length)</p>	<p>3: 1 – 1.9 weeks 4: 2 – 5.9 weeks 5: 6 weeks or more</p>	<ul style="list-style-type: none"> • Leave specifically for adult family members' health needs includes leave specifically designated to care for adult family members' health needs. • Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • Available for 'family members' or 'relatives' means that legislation broadly guarantees leave for family health needs, but does not specify the type of relationship.
<p>How much paid leave could be used for a [relative]'s health needs? (fhlv*_any_length)</p>	<p>1: No paid leave 2: Less than one week 3: 1 – 1.9 weeks 4: 2 – 5.9 weeks 5: 6 weeks or more</p>	<ul style="list-style-type: none"> • 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. • Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • The duration of paid leave is given for an adult family member living within the same household of the worker.
<p>What is the lowest wage replacement rate during paid leave specifically for a [relative]'s health needs? (fhlv*_min_wrr)</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> • Leave specifically for adult family members' health needs includes leave specifically designated to care for adult family members' health needs. • In cases where wage-replacement rates vary during leave, the lowest rate reflects the lowest level of wage replacement available over the course of the paid leave for adult family members' health needs. This benefit may be paid by the employer, social security system, or both simultaneously. • A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
	<p>1: No paid leave</p>	

<p>What is the maximum wage replacement rate during paid leave specifically for a [relative]'s health needs?</p> <p>(fhlv*_max_wrr)</p>	<p>2: Flat rate or adjusted flat rate 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> • Leave specifically for adult family members' health needs includes leave specifically designated to care for adult family members' health needs. • In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the paid leave for adult family members' health needs. This benefit may be paid by the employer, social security system, or both simultaneously. • A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
<p>What is the lowest wage replacement rate during any paid leave that could be used for a [relative]'s health needs?</p> <p>(fhlv*_min_any_wrr)</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> • 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. • In cases where wage-replacement rates vary during leave, the lowest rate reflects the lowest level of wage replacement available over the course of the paid leave for adult family members' health needs. This benefit may be paid by the employer, social security system, or both simultaneously. • A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
<p>What is the maximum wage replacement rate during any paid leave that could be used for a [relative]'s health needs?</p> <p>(fhlv*_max_any_wrr)</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> • 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. • In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the paid leave for adult family members' health needs. This benefit may be paid by the employer, social security system, or both simultaneously.

		<p>A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.</p>
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