

Compared to earlier versions of *Maternity protection at work*, a few changes have taken place. The Islamic Republic of Iran has shifted from the Middle East to Asia. The following countries and territories have been added: Andorra, British Virgin Islands, Channel Islands Jersey and Guernsey, Georgia, Hong Kong (China), Isle of Man, Monaco, Montenegro, the Occupied Palestinian Territory, Oman, Puerto Rico, Sierra Leone, The former Yugoslav Republic of Macedonia and Turkmenistan. Because of regional regroupings, regional trends published in the current report may not be directly compared to figures in the previous editions of *Maternity protection at work*.

Chapters 1 and 2 are based on the full set of countries listed in table A1. Chapters 3 to 5 are based on the subset of 170 countries for which legal data were available in the “ILO Working Conditions Law Database – Maternity Protection” as of December 2013 (listed in table A2), which was most recently updated in 2011–12.³ Information on 15 additional countries is drawn from other direct or secondary sources.⁴ Data from 1994 come from the *ILO Conditions of work digest: Maternity and work*, Vol. 1, 1994.

Notes

1. ILO. 2013. *Global wage report 2012/2013: Wages and equitable growth* (Geneva).
2. As of 1 July 2013 Croatia joined the European Union as its 28th member; however, for the purposes of this report, which mostly refers to legal and statistical information prior to this date, Croatia is classified under the Eastern Europe and Central Asia region.
3. The ILO Working Conditions Laws Database – Maternity Protection. Available at: <http://www.ilo.org/travdatabase> [4 Apr. 2014].
4. Additional sources, all accessed on 4 Apr. 2014, include:
 - Andorra, Isle of Man, Monaco, and British Virgin Islands: the International Social Security Association (ISSA): <http://www.issa.int/>.
 - Channel Islands Guernsey and Channel Islands Jersey: Social Security Department of the States of Guernsey Government: *Benefit payment and contribution rates for 2014*: <http://gov.gg/CHttpHandler.ashx?id=85273&p=0>.
 - Hong Kong: Labour Department of the Government of the Hong Kong Special Administrative Region, *The Employment Ordinance*, Chapter 57, Maternity leave: <http://www.labour.gov.hk/eng/legislat/contentB2.htm>; <http://www.labour.gov.hk/eng/public/wcp/ConciseGuide/06.pdf>; the International Social Security Association (ISSA): <http://www.issa.int/>.
 - Georgia: Labour Code, No. 4113, 2010 as amended in 2013, Articles 27–29: <http://www.ilo.ch/dyn/natlex/docs/ELECTRONIC/88313/105780/F206389259/GE088313.pdf>.
 - Macedonia, The former Yugoslav Republic of: Labour Relations Act, No. 80/93-2007, Article 58: <http://www.lex-adin.nl/wlg/legis/nofr/eur/arch/mac/laborlaw.pdf>; *Medical care and sickness benefits*, No. 26/2012, Articles 14–17, available at: World Bank, Women, Business and the Law Database: <http://wbl.worldbank.org/data/exploreconomies/macedonia-fyr/2013#getting-a-job>.
 - Montenegro: Labour Law 2011, Article 111 8, available at: <http://www.ilo.org/dyn/natlex/docs/ELECTRONIC/89492/102831/F485803111/MGO-2011-L-89492.pdf> and Law on Social and Child Welfare, 2005, Articles 10, 51–55, 60 and 61, available at: <http://www.minradiss.gov.me/en/ministry?alphabet=lat>.
 - Oman: Article 83 of the Labour Law as amended by the Royal Decree No. 113 of 2011, available at: https://www.manpower.gov.om/portal/En/pdf/toc_en.pdf.
 - Occupied Palestinian Territory: Labour Law, 2003, Article 103, available at: World Bank, Women, Business and the Law Database: <http://wbl.worldbank.org/data/exploreconomies/west-bank-and-gaza/2013#getting-a-job>.
 - Puerto Rico: Ley Núm. 3 del 13 de marzo de 1942, según enmendada: <http://www.trabajo.pr.gov/pdf/num3.pdf>.
 - Sierra Leone: Services Trade Group Collective Agreement of December 14th, 2010, Article 14, available at: the World Bank, Women, Business and the Law Database: <http://wbl.worldbank.org/data/exploreconomies/sierra-leone/2013#getting-a-job>.
 - Turkmenistan: the International Social Security Association (ISSA): <http://www.issa.int/>.